

# CBABenelux: Anti-Slavery Statement for the period 1<sup>st</sup> January 2023 to 31st December 2023

## 1: Introduction

Modern Slavery and Human Trafficking are illegal, iniquitous practices, a violation of human rights and have no place in the world. Computer Business Applications B.V. is committed to both preventing acts of modern slavery and human trafficking from occurring within its group's business and supply chain. Computer Business Applications B.V. provides this public statement on behalf of CBABenelux (as defined below) in accordance with section 54 of the Modern Slavery Act 2015 ("MSA").

Computer Business Applications B.V.'s trading businesses monitor their supply chains carefully ensuring all its key suppliers either sign up to CBABenelux's own third party code of conduct or have an equivalent/compatible code of ethics when dealing with customers. This reflects the business's commitment to acting ethically and with integrity in all its business relationships. CBABenelux has a zero-tolerance approach to modern slavery and human trafficking.

## 2: Business of CBABenelux and its supply chains

As of 1 January 2023, CBABenelux employed 16 people for its business operations in The Netherlands.

CBABenelux is a distributor of technology products and works with a wide range of suppliers including the best-known names in software and many smaller suppliers. These include manufacturers of IT Infrastructure tools, Software Solutions for both internal service desks, as external support centres, sem/webinars and support sessions, Cloud and SaaS solutions, Servicedesk optimization and the sale of partner products and licences.

## 3: CBABenelux's Policy on slavery and human trafficking

Slavery and human trafficking are illegal and a violation of human rights. There are many forms of modern slavery including forced labour, child labour, exploitation, being controlled by an employer, debt bondage, being physically constrained, being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve a person losing their freedom by being exploited by another for personal or commercial gain. CBABenelux has a zero-tolerance approach to modern slavery and human trafficking; we are committed to acting ethically, and with integrity in all our business dealings. CBABenelux expects suppliers and other business partners to uphold high standards in their business practices.

## 4: Practices of CBA Benelux

As part of CBA Benelux's commitment to combating modern slavery, we have implemented the following practices:

- Our standard distribution agreement (which we ask new vendors to sign) contains specific antislavery provisions and confirms adherence to our MSA Code.
- If suppliers insist on us trading on their terms, we ensure we insert a clause noting they must adhere to the principles of specific provisions relating to our MSA compliance.
- We ensure our suppliers are aware of our practices and policies and adhere to the same high standards.

## 5: Due diligence processes

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted due diligence procedures.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains.
- reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- provide adequate protection for whistle-blowers.

We have policies and procedures in place to enable our employees to whistle blow and have safeguards in place should the need arise for them to do so.

Our internal recruitment policy is based on procedures that focus on compliance with all applicable legislation and ensuring the right to work, validity of documents and work permits for foreign workers. We do not employ those that would be considered to be child workers and whilst we may employ young and inexperienced workers or give work experience, they are subject to the rights and protections that we afford all workers. Passport checks are undertaken for all employees, temporary workers, and contract staff.

## 6: Risk assessment and measuring effectiveness

We regularly evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our supply chain by monitoring any anti-slavery policy changes to high value suppliers to ensure any changes are assessed for potential risk or compliance failure. Where we have identified a potential risk, these can be investigated, remediated, and mitigated through activities such as due diligence, improved procurement practices or industry collaboration. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

## 7: Training and Further Actions

We are keen to invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of the organisations anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

## 8: Sign-off

This statement is made in accordance with section 54(1) of the MSA and constitutes CBABenelux's Antislavery and human trafficking statement for the financial year ending 31 December 2023.

Signed by: *Patrick M. Tyc*

**Patrick Tyc,**

Managing Director for and on behalf of Computer Business Applications B.V. and CBABenelux.

Date: 14 July 2023