



Modern Slavery Human Trafficking Policy

V2.0 November 2018

Version	Date	Notes	Author
1.0	01-09-16	First Version	C Dick
2.0	12-11-18	Updated for 2018	C Dick

Contents

Introduction, from the CEO, Stuart McLean 4

Organisational structure and activities 4

Supply chain structure and activities 4

Our Policies on Slavery and Human Trafficking 4

Introduction, from the CEO, Stuart McLean

Slavery and any form of human trafficking is a widespread concern in our society. Zonal is heavily committed to taking all necessary steps to ensure our policies and practices help combat these global issues. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

We have updated our company policies and procedures to specifically address these issues and provide staff training where necessary. Both steps reinforce our approach of zero-tolerance towards modern day slavery and human trafficking. Staff are expected to report any concerns and our management team are expected to act upon them.

Going forward we will devise further training for our employees and endeavour to raise awareness within our supply chains on how to recognise and report suspected cases of slavery and human trafficking.

This statement sets out the steps that *Zonal Retail Data Systems Limited* has taken during the financial year 1st July 2017 to 30th June 2018 to ensure that modern slavery and human trafficking is not occurring in our organisation or in our supply chains.

Stuart McLean

Organisational structure and activities

Zonal is the UK market leader for EPoS systems in the UK, providing individually tailored, world class technological solutions to more than 15,000 businesses within the hospitality sector.

Trading for over 39 years, the Head Office is situated at Tanfield, Edinburgh and the business employs more than 600 people, the majority of whom are full-time, permanent staff.

Supply chain structure and activities

Our supply chain includes the sourcing of raw materials principally related to the production of our specialised hardware.

Our Policies on Slavery and Human Trafficking

Our policy is that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.