



Modern Slavery Statement

Revision No: V1

Approved By: Tony Parish, CEO and Board of Directors

Review Date: 02/02/2022

Aura is committed to improving awareness of the practices necessary to combat slavery and human trafficking and to continually assess the risk profile of our business in these areas. Aura is a trusted communications partner that draws on over 30 years of knowledge and experience bringing together technologies, systems and providers into one consolidated service to help organisations achieve a perfectly integrated communications environment. Aura's goal is to deliver enterprise communication solutions and specialist support under one contract, one point of contact and one SLA, delivering simplicity for our customers whilst offering exceptional value.

Our business is organised into Sales, Customer Success and Operations with supporting functions of Finance, Commercial, IT, HR and Compliance. Our Head Office is located in the UK and we have additional offices in US and Asia.

Our Anti-Slavery and Human Trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to ensure that slavery and human trafficking are not taking place in any part of our operations and supply chain.

Company Policies

In our Internal Operations, we have the following policies in place in order to support our commitment to respecting human rights:

- Anti-Bribery & Corruption Policy
- Anti-Slavery and Human Trafficking Policy
- Equality & Diversity Policy
- HR Recruitment Policy
- Whistle-blowing Policy

The Pre-employment screening process that is part of our HR Recruitment Policy upholds our respect for labour rights and, for our UK employees, includes the review of individuals' proof of identity, address, and right to work in the UK. We review our pay rates annually to ensure minimum rates are above the statutory minimum and living wage requirements that are applicable in the countries we operate in. As part of our sales process, we operate a robust costing and approval process to ensure that pricing is adequate.

Supplier Management

Our suppliers have a contractual obligation to ensure compliance with all applicable laws that apply to their supply of goods and services to us, regardless of the jurisdiction in which they operate. Supplier management is carried out in accordance with our Supplier Code of Conduct. It includes an onboarding process to ensure that suppliers and third parties agree to adhere to our policies before we engage them. Supplier Management includes annual reviews with key suppliers.



Risk Assessment

Using the Social Responsibility Alliance's recommended template, we have undertaken a review to identify and assess potential risk areas in our relationships with our contractors and suppliers. Aura maintain a log of any risks identified.

Training & Communication

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we have placed our Anti-Slavery and Human Trafficking policy on our internal policy board, it also forms part of our company handbook and is posted to our website, which is easily accessible by all staff. All staff are asked to confirm that they have read and understood the Policy.

All Aura staff are encouraged to report any concerns regarding slavery and/or human trafficking in accordance with our Whistleblowing Policy.

We have recently developed a specific Supplier Code of Conduct Policy which all suppliers must agree to.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our anti-slavery and human trafficking statement for the financial year ending 30 April 2021.