



IMPULSUS

*STATEMENT ON MODERN  
SLAVERY AND HUMAN  
TRAFFICKING*

Version 1.2

*Ian Storey – 21st April 2024*

*Impulsus | UK*

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## 2 General background

This Statement on Modern Slavery and Human Trafficking sets out the steps we are taking to assess the risk of modern slavery and human trafficking (as defined in each of the UK Modern Slavery Act 2015 (the “MSA”)), and to ensure that modern slavery and human trafficking are not taking place within our business and our supply chain.

## 3 Our Business

Impulsus is an IT service provider that delivers highly skilled services to a broad client base predominantly located in the UK. We were founded in 2017 and are head quartered in the UK with employees based in the UK and India. Specific detail on the size of our organisation can be found in our annual reports.

## 4 Respect for Human Rights

Impulsus recognises and takes seriously its responsibility to help protect, preserve and promote human rights around the world. Examples of such rights are articulated in the United Nations Universal Declaration of Human Rights. While national governments bear the primary responsibility for ensuring human rights, we believe that the private sector can and should play a role in championing these fundamental rights.

Our respect for human rights is fundamental to our business. It guides us in how we treat and develop our employees, and how we work with clients and vendors. Our culture defines who we are and what we stand for as a firm. It draws upon our principles and our core values of partnership, client service, integrity and excellence, to provide guidance that empowers all our people to embody these values on behalf of the firm and our clients, and to treat each other with honesty and integrity. We apply the highest ethical standards to our work. Our reputation relies on our collective commitment to creating value and driving results honestly and with integrity in line with these values.

Our partnerships and processes ensure that we and our suppliers are not engaged in, supporting or linked with child labour, forced labour or human trafficking.

## 5 Employees

Impulsus is dedicated to creating a workplace that respects each employee’s human rights, and ensures that the employment conditions of our people, and the interactions of our people with clients, vendors and other business partners are consistent with the regulations and laws in the jurisdictions in which we operate.

We are committed to equality of opportunity in employment to all qualified persons, our commitment to creating and sustaining a diverse workforce is absolute, and sustaining a work environment where our people feel comfortable bringing their full selves to work and are empowered to reach their full potential is a priority.

We invest in the wellness of our staff in a range of ways to support their unique needs, especially in creating and supporting a culture of continuous learning. Whilst not at a scale where a defined policy is needed we fundamentally believe that providing the best client services requires us to attract and retain the highest quality people.

To specifically address modern slavery and human trafficking risks, we have standard sourcing procedures and include appropriate contractual provisions in relevant vendor contracts. We require vendors who wish to bid for the provision of goods and services to read and understand the Impulsus principles. As part of our process for selecting partners we confirm shared values for the way that we operate to conduct our business.

## 6 Our continued commitment

We will continue to engage with our people and our vendors to raise awareness and to take steps to ensure that modern slavery and human trafficking are not taking place within our business and our supply chain.

Ian Storey – Director – Impulsus – April 21<sup>st</sup> 2024