



**NXPower (UK) Ltd t/as CyberpowerPC**

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VAT Registration No: 873424023

Company Registered No: 5583495

## **Modern Slavery Statement**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that NXPower (UK) Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. NXPower (UK) Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## **Our business**

NXPower (UK) Ltd is a global leader of custom gaming pcs and custom gaming laptops. These are all assembled in the UK. NXPower (UK) Ltd sources products from a significant number of global manufacturers, but primarily from established technology brands and reputable UK-based distribution channels.

## **Our high risk areas**

While the risk of slavery, human trafficking, forced labour and child labour within these Tier 1 suppliers is deemed low, NXPower (UK) Ltd has requested its largest suppliers to confirm compliance with the requirements of the Modern Slavery Act.

Given the nature of NXPower's extended partnership network, NXPower (UK) Ltd is aware of the increased risk of modern slavery in the greater supply chain to its suppliers, and develops relationships based on mutual trust and professionalism.

NXPower (UK) Ltd endeavours to verify its supply chain to evaluate any risks of slave labour or human trafficking which might exist and where NXPower (UK) Ltd identifies evidence or risk of non-compliance, NXPower (UK) Ltd will seek to introduce measures to reduce and eradicate the risk or actuality of non-compliance.

## **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### **Our suppliers**

NXPower (UK) Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light.

### **Training**

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement has been approved by Ping Hsu Lin, Director, for the financial year ending 29 February 2024.

This statement will be reviewed and updated every year.