

# MODERN SLAVERY STATEMENT

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## A) ORGANISATION

This statement applies to all companies within and associated to Chorus Intelligence Ltd. The information included in the statement refers to the financial statement as of 31<sup>st</sup> March 2024.

## B) ORGANISATIONAL STRUCTURE

Chorus Intelligence Ltd is a global technology company headquartered in the United Kingdom. Its North American headquarters is in Virginia Beach, VA.

We are trusted suppliers of investigative software that enables our customers to confidently turn data into intelligence and evidence. We have created the Chorus Intelligence Suite, a modular software solution that assists law enforcement through each stage of a digital investigation.

Chorus has been providing law enforcement with innovative software solutions since 2011. We are established in most of the UK's Police Forces and Government Agencies and are growing exponentially across North America.

At Chorus Intelligence, we work hard to ensure that we conduct our business in a way that gives our customers confidence that our operations are secure, continuously improving and designed to meet the expected levels of quality. [The Organisation is controlled by a Board of Directors](#)

## C) DEFINITIONS

Chorus Intelligence considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity, or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

## D) COMMITMENT

Chorus Intelligence acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Chorus Intelligence understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Chorus Intelligence does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Chorus Intelligence in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Chorus Intelligence strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees.

As an equal-opportunities employer, Chorus Intelligence is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. Chorus Intelligence wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

Chorus Intelligence's recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

## E) SUPPLY CHAINS

In order to fulfil its activities, Chorus Intelligence's main supply chains include those related to the supply of software and hardware. We understand that Chorus Intelligence's first-tier suppliers may be intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.

## F) POTENTIAL EXPOSURE

In general, Chorus Intelligence considers its exposure to slavery/human trafficking to be a low risk and its highest risk of exposure would be from its supply chain because it may involve the provision of labour in a country where protection against breaches of human rights may be limited. *Nonetheless*, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## G) STEPS

Chorus Intelligence carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Chorus Intelligence has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Chorus Intelligence has taken the following steps to ensure that modern slavery is not taking place:

- Continually review supply chains/supplier contracts and carry out risk-based assessments to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- Review the Modern Slavery and Human Trafficking Statements published by our key suppliers

## H) POLICIES

Chorus Intelligence has the following policies which further define its stance on modern slavery:

- Whistleblowing procedure
- Bullying and Harassment policy
- Equal Opportunities policy
- Recruitment and Selection process

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Neil Chivers**  
CEO