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RESULTS

# MODERN SLAVERY STATEMENT

## SIGNOFF SHEET

### AUTHORS/CONTRIBUTORS

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### CHANGE RECORD

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### REVIEWS

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2022-11-24	Richard Hammond	V1	Final Review – Legal Compliance

**BUI GROUP**

DIRECTORS: A. Sharp, R. Roseveare, W. Malan

## CONTENT

1.	INTRODUCTION .....	4
2.	ORGANISATIONAL STRUCTURE .....	4
3.	SUPPLY CHAIN .....	4
4.	OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING .....	5
5.	APPLICABILITY .....	5

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## GLOSSARY OF TERMS

Term	Explanation
Affiliated Companies	In relation to First Technology Investments (Pty) Ltd, a subsidiary of this entity, or any division or operating branch of each subsidiary of this entity and all of its subsidiaries
BUI	BUI Medical and Technology Suppliers (Pty) Ltd and all subsidiaries.
Electronic Document	Soft copy of a document that is electronically stored within BUI approved guidelines
Employees	An employee and/or any member of staff and/or independent contract and/or subcontractor of the Employer and/or any individual or entity involved in the provision of services on behalf of the Employer
External Document	Document originated by an external third party
Objective	The defined purpose or aim of a Process, an Activity, or an organisation. Objectives are usually expressed as measurable targets.
Official Document	Document established such as BUI Policies, Manuals and Processes
Permanent Employee	An employee appointed in a position on the staff establishment of an organisation on an open-ended contract.
Policy	A set of principles or rules formulated and enforced by top management intended to direct and limit actions in pursuit of an agreed practice or long-term goals.
Procedure	A fixed, step-by-step sequence of Activities or cause of action (with definite start and end points) that must be followed in the same order to correctly perform a task.
Process	A structured set of Activities designed to accomplish a specific Objective. A Process takes one or more defined inputs and turns them into defined outputs. A Process may include any of the roles, responsibilities, tools, and management controls required to reliably deliver the outputs. A process may comprise of one or several Procedures.
Record	Information created, received, and maintained as evidence and information by an organisation or person, in pursuance of legal obligations or in the transaction or business.
Standard	A standard specifies uniform uses of specific technologies or configurations. Here we are talking about a specific internal standard of an organisation.
Subsidiary(ies)	Shall mean the following wholly owned subsidiaries of BUI Medical and Technology Suppliers (Pty) Ltd (as updated from time to time): <ol style="list-style-type: none"> <li>1. BUI Security Services (Pty) Ltd</li> <li>2. BUI Ltd</li> <li>3. BUI Consulting LLC</li> <li>4. MTOM Systems Ltd</li> </ol>

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**1. INTRODUCTION**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and constitutes the slavery and human trafficking statement of BUI Limited.

We are committed to improving our practices to combat slavery and human trafficking and are committed to ensuring that slavery and human trafficking are not taking place in our supply chains or in any parts of our business.

**2. ORGANISATIONAL STRUCTURE**

BUI’ companies are privately owned and duly incorporated in terms of the applicable laws in the country of operation. Our operations are primarily based within the South Africa. We are part of the larger BUI Group which in turn is part of First Technology.

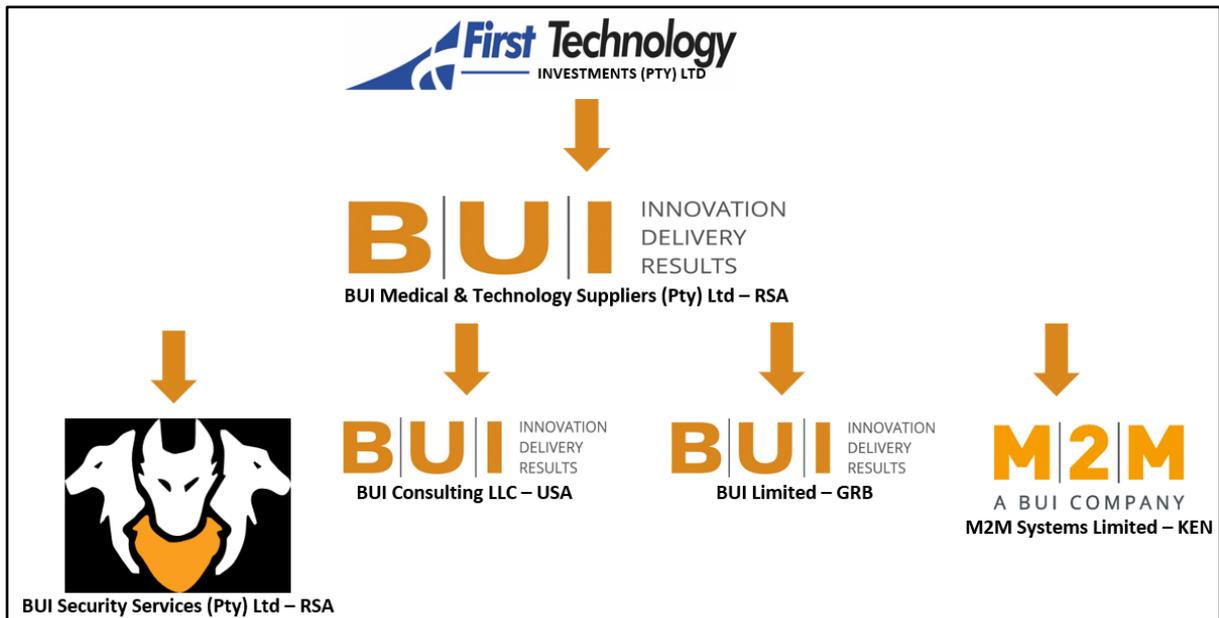


Figure 1 - High Level Organogram

**3. SUPPLY CHAIN**

Our main supply chains are:

- Information Technology equipment and services
- Professional services

Within these categories we believe the following types of goods and services contract are likely to carry the highest risks in relation to modern slavery and human trafficking:

- IT
- Temporary labour

Many of the above are purchased through the BUI central procurement department, who fully support the MSA.

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#### **4. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

BUI's Purchasing policy has been updated and approved by the Executive Board. This policy reflects our commitment to act with integrity and ethically in all our business relationships and to implement and enforce effective systems and controls, including in relation to combatting modern slavery and human trafficking in our supply chains.

We intend to include slavery and human trafficking policy provisions in a future update to our Human Resources Policies & Procedures (HRPP).

Additional updates will include amendments to the following sections of the HRPP:

- Recruitment Policy
- Training Policy
- Whistleblowing Policy

**3<sup>RD</sup> Party Vendor Management Standard** includes:

- 4.1. Requirement for appropriate due diligence for new suppliers with whom we contract, which will include modern slavery checks.
- 4.2. Standard terms and conditions of purchasing, which will include provisions concerning compliance with applicable modern slavery laws.
- 4.3. A modern slavery working group exists for:
  - Continuing to identify and assess potential risk areas in our supply chains.
  - Continuing to establish how to mitigate the risk of slavery and human trafficking occurring in our supply chains.
  - Continuing to monitor potential risk areas in our supply chains and consider proportionate ways to ensure compliance by our suppliers.
  - Continuing to commit to the protection of whistle blowers and to encourage the reporting of genuine concerns, including in respect of modern slavery and human trafficking.
  - Considering appropriate, effective, and proportionate ways of raising staff awareness.
  - Providing input on the above referred to policies which are in development.

This statement was approved by the Executive Board of BUI on 24 November 2020.

#### **5. APPLICABILITY**

This Policy applies to BUI Medical and Technology Suppliers (Pty) Ltd and Subsidiaries ("BUI") and covers all BUI Employees, Consultants and Third Parties working under contract BUI. They shall abide by the requirements of this Policy.