

Virtual360BPO

Modern Slavery and Human Trafficking Statement

Financial Year: 2025

1. Introduction

This statement is made pursuant to the Modern Slavery Act 2015 and outlines the steps that Virtual360BPO 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.

Virtual360BPO is committed to preventing any form of slavery or human trafficking in our operations and ensuring that our supply chain upholds the highest ethical standards.

2. Company Structure and Supply Chain Overview

Company Name: Virtual360BPO

Business Nature: Virtual360BPO provides business process outsourcing services, including customer support, marketing, and administrative services.

Employees: 150 employees

Locations: Virtual360BPO operates globally, with office and remote team in the Philippines.

Supply Chain: Virtual360BPO works with suppliers in technology services, software development, and office operations, primarily based in the Philippines, the United States, and Europe.

3. Policies to Address Modern Slavery

- We have implemented the following policies to address the risk of modern slavery in our business and supply chain:
- Anti-Slavery and Human Trafficking Policy
- Code of Conduct: Our Code of Conduct ensures that all employees and suppliers adhere to ethical business practices.
- Whistleblowing Policy: Employees, suppliers, and contractors can report any concerns regarding modern slavery.

4. Due Diligence Processes

We have introduced the following due diligence processes to assess and monitor modern slavery risks:

- Conducting risk assessments of new and existing suppliers.
- Reviewing supplier contracts to ensure they comply with anti-slavery standards.
- Auditing suppliers regularly to identify risks related to modern slavery.

5. Risk Assessment and Management

We have identified the following potential risks in our supply chain:

- Working with suppliers in high-risk countries and industries, such as those in the technology hardware and manufacturing sectors. To mitigate these risks, we take proactive steps, including:
- Conducting supplier vetting and requiring certification of compliance with anti-slavery practices.
- Regular audits of high-risk suppliers.

6. Training and Awareness

To ensure employees are aware of the risks of modern slavery and human trafficking, we provide:

- Mandatory training programs for staff on identifying and reporting signs of modern slavery.
- Regular workshops and updates on ethical labor practices.

7. Performance Monitoring

We measure our success in combating modern slavery through the following indicators:

- Regular supplier audits and reports on compliance with ethical standards.
- Whistleblower reports and corrective actions taken.

8. Commitment to Continuous Improvement

We are committed to continually improving our practices to prevent modern slavery. In the next financial year, we plan to:

- Expand supplier audits.
- Update our policies and contracts to align with the latest standards.
- Enhance employee training on modern slavery risks.



Approval and Signature

This statement was approved by the Board of Directors of Virtual360BPO on January 11, 2025