

MODERN ANTI-SLAVERY STATEMENT

AUGUST 2022

Introduction

This statement is made pursuant to the Modern Slavery Act 2015 Act.

We strive to be a great place to work and for our employees to be fully engaged with our Company. We believe this will enhance their motivation to give their all and we want their contribution to be recognised and rewarded.

We will therefore not tolerate oppressed, forced, bonded or compulsory labour, human trafficking and other kinds of slavery within our own operations or within our supply chain and are committed to taking appropriate steps to ensure that everyone who works for the Company – in any capacity – benefits from a working environment in which their fundamental rights and freedoms are respected.

Our approach to preventing modern slavery forms part of our wider corporate responsibilities. As Chairman of the Company, I am responsible for oversight of Company's corporate responsibilities. We adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation.

Our structure and supply chains

The Company operate in the UK with subsidiaries in Ireland, Netherlands, Germany, France and Singapore. We provide mobile, fibre/fixed and data centre design, build and support services to our customers with a 24/7/365 support network.

We have approximately 400 employees at Group level, the majority working in Europe. We partner with hardware and software vendors to bring the latest and broadest range of technology to our customers, as well as numerous specialist service providers to augment the services provided by our engineering teams.

Our procedures

Given the nature and locations of our business, we consider ourselves to be at low risk of the potential for slavery or trafficking. We also believe that the Company's business model and strategy is unlikely to create material risks of slavery and trafficking.

Our procedures encompass strict legally compliant practices in the areas of employment law, equality, human rights, health and safety and procurement. Our Anti-Slavery Policy and Sustainable and Ethical Procurement policy governs the initiatives and requirements that we have implemented for the management and monitoring of the requirements of the Modern Slavery Act 2015.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 01 May 2021. This statement was approved by the Company Board with effect from 1st June 2021 and signed on its behalf by:



Ian Duggan
11th August 2022