



Modern Slavery Act 2015 Policy Statement

Midland Telecom Networks Limited recognises that slavery and human trafficking affect all industries in every country. We aim to remain alert to the signs of modern slavery and encourage all staff to stay vigilant in an effort to ensure slavery and human trafficking are not present anywhere in the organisation. Staff are expected and encouraged to report concerns to management, whether these concerns are with our own business or business observed whilst on customer sites, and management are expected to act on these concerns swiftly and with full consideration of the law.

Our Anti-Slavery Policy Statement reflects our commitment to acting ethically in all our business relationships, and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Procedures ensure that this policy is understood and communicated to all levels of the company, and that it is reviewed regularly by management to ensure its continuing suitability and relevance to the company activities.

As part of our vigilance, we undertake the following activities in an effort to mitigate slavery and human trafficking:

- Vetting and investigating our supply chain, including contractors, sub-contractors and suppliers.
- Continually reviewing our practices for checking all employees are paid at least the UK minimum wage and have the right to work in the UK.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All members of the management team have been briefed on the subject.

Due to our organisation's size and structure we do not currently publish a slavery and human trafficking statement each financial year, though we understand the criteria under which we would become obligated to do and confirm we would be able to comply.