

Anti-Slavery and Human Trafficking Policy

Introduction

This policy applies to all persons working for Telecom2 Ltd or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, and suppliers.

Telecom2 Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We are committed to implementing systems and controls aimed at ensuring that modern slavery is not occurring anywhere within our organisation or in any of our supply chains. We expect our suppliers to hold their own suppliers to the same high standards.

Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour, and human trafficking. Human trafficking refers to the arrangement or facilitation of travel for another person with the intent to exploit them. Modern slavery is a crime and a violation of fundamental human rights.

Telecom2 Ltd expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and supply chains.
- The prevention, detection, and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to or suggest a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We regularly review our contracting processes to ensure they are aligned with our commitment to preventing modern slavery and human trafficking. We evaluate whether the inclusion of specific prohibitions against the use of modern slavery and trafficked labour is necessary in our contracts with third parties. Additionally, we may require suppliers to take steps to comply with our standards for combating modern slavery and trafficking.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.