

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Background

This statement is made by Onecom Limited (“Onecom” or “we”, “us” and “our”) under section 54(1) of the Modern Slavery Act 2015. This constitutes our Modern Slavery and Human Trafficking Statement for the financial year ended 31 December 2019.

Our business

We are an independent business telecommunications provider delivering mobile, fixed line, hosted voice and unified communications and connectivity solutions to approximately 95,000 customers.

Our head office is located in Hampshire and we operate a UK-wide network of regional offices and employ over 400 staff.

Our policies on slavery and human trafficking

We have implemented a slavery and human trafficking policy, which outlines our zero tolerance approach to modern slavery of any kind within our own operations and within our supply chain. Our policy sets out the standards we expect of everyone working with us or on our behalf to support and uphold our policy commitments and it provides guidelines to report any suspicions or concerns relating to compliance with the policy.

Training

We will continue to raise awareness amongst relevant members of our organisation, specifically procurement and human resources functions, and ensure that our staff have the knowledge and skills they need to be able to identify potential issues. We will continue to promote wider awareness and understanding of modern slavery to our staff and our suppliers.

Our supply chains

Our operations team, led by our Operations Director, manage our supply chains and have introduced appropriate processes and procedures in order to help ensure that slavery and human trafficking is not taking place in our supply chains, which include the following:

- updating our contractual terms with our suppliers to include appropriate modern slavery provisions;
- carrying out due diligence on suppliers with regards to modern slavery during the onboarding process; and
- requesting that suppliers provide, where appropriate, documentary evidence of their compliance with the Modern Slavery Act 2015.

Measuring effectiveness – performance indicators

In order to monitor the effectiveness of the steps we have taken to seek to prevent slavery and trafficking taking place in our business and our supply chains we intend to:

- review the effectiveness of our anti-slavery and trafficking policy;
- ensure that all key staff are trained in relation to the Modern Slavery Act 2015 and slavery and trafficking risks on an ongoing basis; and
- assess and consider the appropriateness of developing further measures with specific suppliers where we assess that there may be a heightened risk of slavery and trafficking within those organisations.

Approval

This statement was approved by the board on 04 August 2020.

Signed by **Ben Dowd** 
Title: CEO