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**Slavery and Human Trafficking Statement 2023**

This statement is made by 4G Mobiles and Data Ltd t/a Connect Comms pursuant to Section 54, Part 6 of the Modern Slavery Act 2015. Modern slavery is a crime and a violation of human rights. It is a term used to encompass slavery, forced and compulsory labour and human trafficking. This statement sets out the steps we have taken to ensure that modern slavery is not taking place in our supply chains or in any part of our business.

**Anti-Slavery Statement**

We have a zero-tolerance approach towards any form of modern slavery and are committed to preventing acts of modern slavery from taking place within our business and within our supply chain and expect this high standard to be adopted by our suppliers also. We as a business are aware of our responsibilities as set out in the Modern Slavery Act 2015, and actively monitor the risks that modern slavery poses to both our business and that of our suppliers.

**Supply Chain Overview**

We consider the business itself to be relatively low risk in relation to modern slavery, given the sector in which we operate. As a telecoms company our supply chain is limited to general business suppliers such as stationers, cleaners, recruiters as well as hardware and software providers and tradesmen who support us in the services we provide to clients, SMEs and household names.

A number of our suppliers are regulated individuals who are required to abide by their own codes of conduct. We are now conducting a landscape review of our suppliers who do not fall within this category to ensure that their procedures and policies align with our own.

We have identified our key suppliers by procurement spend and any other characteristics that represent potential risk in relation to modern slavery and will prioritise assessment of those suppliers. The scope of our assessment will cover direct suppliers initially.

**Our Policies and Processes**

Our responsibilities under the Modern Slavery Act 2015 are incorporated in our business’ policies and are included in our risk assessments of our own business and that of our clients and suppliers.

Our policies and procedures include due diligence processes that cover ethical and sustainable trading, ensuring that our business relationships do not support modern slavery. As a supplier of telecoms services we work alongside our clients to complement their processes regarding transparency in the supply chain in addition to raising awareness amongst our suppliers and ensuring they comply with our high standards.

Our employment, recruitment polices, and pre-employment screening processes ensure we adhere to all relevant UK employment legislation, including right to work checks and national minimum wage legislation.

Any reports or concerns with regards to modern slavery should be raised with our Operations Director. We ensure our people can access and report any issues through our whistleblowing and grievance procedures and all colleagues have access to a confidential employee assistance helpline, where they can discuss work or personal matters. We will treat any report of apparent modern slavery seriously and will take appropriate action, where necessary.

**Ongoing Commitment**

Connect Comms is committed to responsible business practices and see Corporate Social Responsibility views are integral to supporting the culture and ethos on which we were founded.

This statement will be reviewed annually and made available on our website.

**Approvals**

This statement has been approved by the Board of 4G Mobiles and Data Ltd t/a Connect Comms.

**March 2023**