



MODERN SLAVERY STATEMENT 2021





MODERN SLAVERY STATEMENT

This statement is made in reference to section 54 of the Modern Slavery Act 2015 and sets out the steps that Emtelle has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain during the financial year 2020.



OUR BUSINESS AND SUPPLY CHAINS

At Emtelle we are the supplier of choice to many operators across the globe with our experience and innovation in manufacturing industry-leading pre-connectorised, blown fibre cable and ducted network solutions.

We are a responsible and ethical employer, supplier and customer and have a sustainability vision and strategy, that delivers positive impacts economically, socially, and environmentally.



RISK MANAGEMENT

Our Group-wide risk management approach, provides a robust foundation for identifying risks, assessing mitigation actions, and establishing clear management responsibility. This includes risks in our supply chain.



OUR SUPPLY CHAIN POLICIES

We have a Responsible Procurement Policy which demands that businesses in our supply chain comply with all applicable laws and includes our Supply Chain Code of Conduct.

Emtelle requires our suppliers to treat all their employees with respect, pay them a fair wage and comply with all local, national, and international legislation concerning working conditions, working age requirements, and any other relevant legislation.

As part of ensuring that there is no slavery in the supply chain suppliers must be able to demonstrate compliance with this policy at the request and satisfaction of Emtelle UK Limited and may be subject to an audit at our discretion.

Before engaging a new supplier, we complete due diligence on the organisation including health, safety, environmental and labour practices and will not engage with organisations who fall below the Group's required standards.

Our procurement processes contractually require our contractors and consultants to comply with anti-slavery laws and notify us of any actual or potential breaches.



OUR STAFF

Emtelle is an equal opportunities employer and does not discriminate between local and migrant employees. We directly employ fewer than 500 people across the Group and enjoy high levels of employee retention, engagement, and development. We expect our employees to operate in line with our Code of Conduct which requires employees to treat other people with respect and to comply with all laws and regulations. We also have a Whistle Blowing Policy under which employees are encouraged to confidentially seek advice and report any suspected wrongdoing.



EFFECTIVENESS MEASURED AGAINST PERFORMANCE INDICATORS.

Our annual Corporate Responsibility report PLANET includes information on our performance in achieving positive economic, social, and environmental impacts. While we do not use key performance indicators specifically for slavery or human trafficking, we believe that our policies, standards, practices, and actions have been effective in preventing slavery and human trafficking during the current financial year 2020.



CONCLUSION

We seek to conduct our business affairs to a high standard of integrity and honesty., we are committed to making a positive impact on the economy, society, and environment. This includes working to ensure that slavery and trafficking do not exist in our supply chains and workplaces. We will review our effectiveness in this area each year and make public our findings through the publication of an annual statement.

This statement is approved by the Board of Directors on 01/06/21



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Group Chief Executive Officer



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