



## **Introduction**

Thames Network Limited is committed to acting ethically and with the utmost integrity in all our business relationships, taking a zero-tolerance approach to slavery and human trafficking. We are committed to compliance with the duties set out within the Modern Slavery Act 2015 (the “MSA”) and, furthermore, expect our suppliers and their supply chains to engage in other appropriate employment practices, and to comply with all relevant legislation and regulations in the countries in which they operate.

As a responsible organisation, we strive to incorporate respect for human rights into our employment practices and our values. We aim to ensure that all who work for and with us do so freely and receive fair remuneration in return. Our human resources processes are designed to ensure that all direct employees are treated fairly in a way that safeguards their human rights.

## **Our business and supply chains**

Thames Network is a UK internet service provider. We build and provide fiber-to-the premises high speed broadband network and offer our customers full fibre internet, as well VOIP telephone services, that work over the broadband network we provide.

In our business, our Compliance Team has been given responsibility for making sure that we meet our MSA obligations and that we identify and appropriately deal with any modern slavery risk that might exist in our supply chains.

Thames Network uses suppliers to provide UK-based labour, to support engineering teams in the provision of fibre broadband. These supply chains are contained within the UK. In relation to all our suppliers, we enshrine in contract strict adherence to applicable modern slavery and human trafficking regulation.

Where we use suppliers to provide us with contract and agency workers, we might not know the terms on which they are engaged by the supplier. Similarly, where any entity supplies us with goods from another supplier, we might not know terms on which those goods (or part of them) are supplied. To help mitigate this, we include a Supplier Evaluation Questionnaire in our procurement process which has questions about compliance with the MSA. We also include a requirement to comply with relevant laws including the MSA, in our contracts with suppliers. (See “Procurement Process” below for more details).

## **Our policies to support compliance with anti-slavery and human trafficking laws**

To support our compliance with the MSA, we have in place the following processes:

### **Recruitment Process**

The majority of recruitment in Thames Network is carried out directly. In instances where recruitment is through a 3rd party, our agreements with them require their compliance with the MSA. All employees are salaried and paid at or above the minimum wage set by the relevant government or authority. Checks are carried out to ensure an employee’s right to work is proven, in line with local relevant government or authority. All our terms and conditions as detailed in employment contracts adhere, as a minimum to the statutory labour laws that are in place at the time.

## **Procurement Process**

Our procurement process requires our suppliers, in the contracts they enter with us:

- to comply with all applicable anti-slavery and human trafficking laws and regulations (including the MSA)
- not to act in any way that would be an offence under sections 1, 2 or 4, of the MSA (if such activity had been carried out in the UK)
- to promptly report to us any actual or suspected instance of slavery or human trafficking in a supply chain related to that contract.

Potential suppliers are required to confirm that they have read and agree to follow our Supplier Code of Conduct prior to contract signature.

## **Publicising Policies**

Our internal policy statement on Modern Slavery is available to our employees on our intranet-based HR Hub and in our Staff Handbook. Our publicly available Modern Slavery Statement is on our Company website. Thames Network will monitor its Modern Slavery-related policies and update them as necessary to ensure they remain relevant and meaningful.

## **Due diligence on modern slavery risk in our business and supply chains**

Thames Network aims to do everything it can to eliminate the risk of modern slavery occurring in our business and supply chains. We carry out the following actions to enable this:

- evaluating the modern slavery and human trafficking risks of each new supplier by requiring them to sign up to our Code of Conduct via their contract and to supply details of any policies they may have in place.
- operating within the bounds of the Ethical Trading Initiative's Base Code and checking, where possible, that suppliers do the same.

We plan to build on the following during 2023:

- broadly mapping our supply chain to assess product or geographical risks of modern slavery and human trafficking.

## **Areas of risk**

Where we identify a risk, we take steps to improve suppliers' relevant practices - including requiring them to implement action plans proposed by our Compliance Team. Any such actions will be followed up by subsequent reviews and discussions with the supplier. If we find that a supplier fails to work with us towards eliminating such risks, we will stop working with them (subject to finding a suitable alternative).

Moving forward, we will consider the most salient areas of risk by country and, within those posing a higher risk, focus on relevant suppliers and supplies according to the types of goods and services received. We will then consider how we can reduce any risks identified.

## **Performance indicators**

Thames Network is mindful that KPIs within our business model can make our supply chains vulnerable to modern slavery - for example, encouraging faster turnaround times or the sourcing of

goods/ services at a lower cost. Going forward, we aim to closely monitor these areas to ensure that any risks related to modern slavery and human trafficking are minimised.

#### Training

Thames Network asks its suppliers for proof of compliance with (and, where relevant/appropriate, training on) MSA requirements. We have also introduced essential sections in our Staff Handbook and within our company intranet so that all our employees are aware of MSA requirements.

Approved by: Ahsan Bhuiyan, Director, 12/10/2023