

Slavery and Human Trafficking Statement

1. Scope

- a) This statement sets out Morrison Telecom Services' strategy to enable identification of all potential modern slavery and human trafficking risks to its business.
- b) The statement applies to the period 1 April 2019 to 31 March 2020.
- c) Morrison Telecom Services recognises that it has a responsibility to take a robust approach in this area and is therefore absolutely committed to preventing slavery and human trafficking at all levels of its corporate activity.
- d) This statement therefore explains the measures being taken by Morrison Telecom Services to ensure that there is no slavery or human trafficking in its own business and/or its supply chain.

2. Structure and supply chains

- a) Morrison Telecom Services is privately owned, and is a leading provider of telecommunications infrastructure, primarily based in the UK.
- b) Our main office is in Dartford, Kent and we have regional offices located in England and Scotland. We also utilise a nationally spread field-based workforce to carry out our telecom infrastructure works.
- c) The Company relies on a strategic balance of its highly-skilled employees and contract / sub-contract labour to carry out work which it does through use of reputable and trusted suppliers.
- d) Given the structure of the organisation and its setup in relation to supply chains, the Company does not consider there to be a material risk of the existence of slavery or human trafficking.

3. Procedures and policies

- a) Morrison Telecom Services operates a number of policies and procedures which demonstrate its approach to identifying, minimising and dealing with issues of modern slavery within its operations and supply chains.
 - i. **Ethical Business Code of Conduct.** The Company's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The Company strives to maintain the highest standards of employee conduct and ethical behaviour when managing its supply chain.
 - ii. **Supply Chain / Procurement Policy.** The Company is committed to ensuring that its supply chain partners adhere to the highest standards of ethics. Partners are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
 - iii. **Whistleblowing Policy.** The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities or the supply chains of Morrison Telecom Services which includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline provided by Expolink.

- iv. **Recruitment.** In all cases, the Company ensures that our employees have the right to work in the UK and are remunerated to comply with the National Minimum / Living Wage guidelines. This procedure is adopted for all directly engaged contractors and temporary workers. Any temporary workers are sourced from well-known and reputable agencies where we are able to verify their practices.

4. Due Diligence of Suppliers

- a) As part of our supply chain evaluation, candidates are asked if they have a policy/statement that sets out the steps their organisation has taken during the financial year to ensure that slavery and human trafficking are not taking place in any of their supply chains or in any part of their own business.
- b) If any potential supply chain partner is unable to demonstrate that they have a robust policy in place, we ensure that they agree to act in accordance with our policy.
- c) The Company will review its supply chain periodically for the purpose of;
 - i. Evaluating the modern slavery and human trafficking risks of each new partner
 - ii. Recommending and conducting audits or assessments if and when material risks are identified
 - iii. Taking steps to identify substandard supplier practices and, where appropriate, providing advice to suppliers and requiring of them the implementation of corrective action plans
 - iv. Invoking appropriate sanctions against supplier that fail to improve their performance, including the termination of the business relationship.

5. Board approval

- a) This statement has been approved by the Company's operational board and will be reviewed annually in April or at such times as organisational or legislative changes impact upon its content.



Alain Loosveld
Managing Director