

Exponential-e Limited Slavery and Human Trafficking Statement

At Exponential-e we are committed to improving our practices to combat slavery and human trafficking. We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.

About us

We are an award-winning, private owned British company. We provide Cloud, SD-WAN Networks, Unified Communications services and Cyber Security services delivered over our own high capacity, secure, super-fast business-only network. We acquired Vysiion Limited, an infrastructure solutions specialist in 2020. Together we have over 700 employees and serve over 3000 customers globally and with a supply chain of over 400 suppliers based in the UK, Europe, India and the USA.

Our business is supported by our UK based 24/7 x 356 customer service desk to deliver a non-stop compute platform for our customers. We operate and commit to eight ISO international standards. We are regarded as a truly world-class ICT services company by the British Standards Institute.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our supply chain comprises of suppliers who provide a range of products and services necessary for our business operations and critical to the provision of our services to our customers. These include providers of outsourced professional services, providers of recruitment services, providers of telecommunications engineering installation services, providers of IT hardware products, and providers of mobile IT infrastructure services.

Our Anti-slavery and human trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence and risk assessment

To help identify and monitor the risk of slavery and human trafficking in our supply chains we do the following:

- (a) We require our suppliers to enter into contractual obligations that include the right of audit by us.
- (b) Our onboarding process applies controls such as requiring suppliers who contract on our standard terms to certify

annually that they comply with the Modern Slavery Act 2015 and our anti-slavery and human trafficking policy. Going forward, regardless of whether or not they contract with us through our standard terms, we will also be asking all our suppliers to complete a Modern Slavery Act due diligence questionnaire as part of the supplier onboarding process. These are in line with our business ethos which will help us to continue to fulfil our commitment to eight ISO international standards.

Our plans for 2021 with respect to our supply chain

- (a) We plan to issue to a copy of our Modern Slavery Statement to all suppliers we onboard.
- (b) We will regularly reinforce to our suppliers, our expectation of the same level of commitment and high standards in tackling modern slavery in their own supply chain.
- (c) We will review evidence of our supplier commitment to tackling modern slavery and expect all our suppliers to hold their subcontractors to the same high standards.
- (d) We will update our supplier onboarding process to include appropriate questionnaire aimed at reviewing evidence of and monitoring compliance with the Modern Slavery Act 2015. That will include:
 - (i) vetting our suppliers/sub-contractors for ethical labour practices;
 - (ii) keeping a record of the types of issues identified on screening suppliers/ sub-contractors;
 - (iii) splitting our suppliers in tiers by risk level (high, medium and low) to identify the tier of suppliers we have vetted each year;
 - (iv) keeping a record of the number of suppliers we inspected each year to check that slavery and human trafficking is not taking place in the supply chain;
 - (v) keeping a record of the number of reported breaches identified each year;
 - (vi) keeping a record of the number or percentage of supplier staff trained each year; and
 - (vii) maintaining a record of instances where remedial actions were needed.

We ensure that only those who choose to work freely are employed within our business. Each individual's human rights are important to us; we do not accept any form of discrimination, harassment or bullying.

We recognise that where workers are employed through business partners or recruitment agencies, we are not directly responsible for the employee

Exponential-e Limited Slavery and Human Trafficking Statement

relationship or how they manage their employee. To mitigate the risk, we consider the recruitment agents as part of our supply chain which means that they are subject to due diligence and risk assessment like any other supplier.

For our employees, we provide them with an opportunity to raise any concerns or complaints. Our employees have access to the Whistle blowing Policy.

Effectiveness in combating slavery and human trafficking

We have zero tolerance to modern slavery and human trafficking. To ensure that all those in our supply chain comply with our values we monitor and enforce compliance with those values in line with our plans for 2021 set out above.

Training / Creating Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our employees through our induction programmes, face to face training with their line manager and a variety of courses on our internal training portal, Edison. One of the ways we evaluate our progress is by requiring our employees in procurement roles to receive accreditation from the Chartered Institute of Procurement & Supply (CIPS).

The employees receive training on ethical purchasing. From that training, employees gain a better understanding on the nature of any risks we may face as an organisation and assist the business in implementing supportive actions where necessary.

In relation to suppliers, we have included in our standard supplier agreement a requirement that our suppliers comply with the Modern Slavery Act 2015 and our policy on anti-slavery and human trafficking.

We also ask our suppliers to certify annually that they continue to comply with the Modern Slavery Act 2015 and our applicable policy.

Exponential-e will continue to monitor its supply chain and will reassess policies annually to ensure that it is continuing to meet its organisational values.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 January 2020.

This statement was approved by the Board of Exponential-e Limited on 30 March 2021.

Signature:


Mukesh Bavil (Apr 7, 2021 14:57 GMT+1)

Exponential-e Limited
30 March 2021