



Modern Slavery Act Policy and Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that 4net Technologies has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or our supply chain.

Our business

4net Technologies is a Cloud and Managed Services company who work closely with our clients to enable digital transformation across their organisation and improving their customers experience through the relevant and innovative use of technology and intelligent services.

Our commitment

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. 4net Technologies has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place in any part of our business or operations.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Board Commitment.** We have agreed management responsibility for this policy and statement and received full endorsement from our Senior Leadership team and our Board.
2. **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. We have also taken the decision to make the Real Living Wage the lowest rate we will pay our employees.
3. **Procurement.** We conduct due diligence on all suppliers before allowing them to become a preferred supplier and will terminate the contract at any time should any instances of modern slavery come to light.
4. **Anti-bribery policy.** We operate a robust anti-bribery policy so that our employees understand what is expected of them and have clear guidelines on working with customers and suppliers.

This statement is approved by the Board of Directors.

A handwritten signature in blue ink, appearing to read 'S Whittaker', is positioned above the name and title of the signatory.

Stephanie Whittaker
Head of Talent and People