



Modern Slavery Act Statement

Modern Slavery Act 2015

4Com Plc has a zero-tolerance approach to modern slavery and human trafficking. We are committed to having effective systems and controls in place to safeguard against any form of modern slavery or human trafficking taking place within our business.

4Com Plc is a provider of a broad range of services which include phone systems, calls & Lines, mobile and broadband. Due to the nature of our business, the current assessment of 4Com Plc's exposure to the risk of modern slavery is low.

4Com Plc does not employ any forced labour, and we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. In particular, our Anti-slavery 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.

Sufficient training is given to our staff to ensure such policies are adhered to.

In our use of suppliers, 4Com Plc expects those suppliers to comply with their legal obligations under the Modern Slavery Act 2015 and that they will place similar expectations on their own respective suppliers. When entering into arrangements with suppliers (and when periodically reviewing), 4Com Plc will be alert for any indications of slavery or human trafficking.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes 4Com Plc's slavery and trafficking statement for the financial year ending 31 December 2018. This statement has been approved by the organisations Board of Directors, who will review and update annually.

Signed on behalf of the Board of Directors

A handwritten signature in black ink, appearing to be 'D G Hutt'.

D G Hutt