

At boxportable Limited, we understand the importance of complying with the Modern Slavery Act 2015 (the "Act"). We have, for several years, taken steps to ensure the requirements of the Act were implemented, not only throughout our business, but throughout our supply chain as well. Today, as a standalone business, we are committed to running our business responsibly, with the same ethical principles that our customers and suppliers have come to expect. We continue to respect all human rights and encourage the highest possible standards throughout our supply chain. This statement describes our business and supply chain and how we operate them. We explain our current policies and practices and the plans that we continue to enhance in support of the Act.

Beliefs and Principles

We maintain our long-standing commitment not to use or accept forced, bonded or involuntary prison labour or child labour, nor do we demand deposits or hold onto our workers identity papers – or work with businesses that do. We only work with people who believe in the right to work freely. We respect the right to equal opportunity, freedom of association and collective bargaining. We welcome feedback from our employees and suppliers, including in relation to any suspicion or knowledge of unethical behaviour. All staff and third parties are required to raise any concerns about any issue or suspicion of modern slavery in any part of our business or supply chains at the earliest possible stage. We encourage openness and will support anyone who raises genuine concerns in good faith under its Anti Modern Slavery Policy, even if they turn out to be mistaken.

Our Business and Supply Chain

We are a UK based provider of IT, cloud, telecommunication and professional services. The nature of our business requires us to engage with a wide range of suppliers to source products and services including our network and IT hardware through to our waste disposal services. Many of our supplies have their own suppliers which means that we are one part of a complex supply chain. To comply with the requirements of the Act, we prioritise our attention on companies that supply high value products or services, or things without which our business could not run.

How We Monitor Compliance

We aim to prevent modern slavery or human trafficking in our business right at the start of our recruitment process. Our recruitment policy is aligned to our principles outlined within our employee handbook and applies to all people hired regardless of whether this is via our internal recruitment team or use of external agencies. We carry out a comprehensive vetting process and routinely request the following documents from work seekers:

- CV and full employment history.
- Right to work and ID documentation.
- National Insurance Number or foreign equivalent.
- Bank Statement in the name of the individual to be paid.
- Proof of address.
- References.

Further actions and sign-off

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes boxportable Limited's slavery and human trafficking statement.