



MODERN SLAVERY STATEMENT 2026-2027

Modern Slavery Statement of Commitment

At Telappliant we are committed to providing an excellent customer experience and conducting business in an ethical, social, and environmentally responsible manner. Whilst we do not meet the thresholds of statutory reporting, we are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

Telappliant does not tolerate any activity which constitutes modern slavery or human trafficking. We expect our suppliers (and supply chain) to maintain the same approach and to have policies and procedures in place to minimise the risk of modern slavery occurring.

We will not knowingly enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

This statement covers the financial year 1 January 2026 to 31 December 2026 and sets out the steps we have taken, and will take, to prevent modern slavery in our business and supply chains.

Signed on behalf of Telappliant Limited

A handwritten signature in black ink, appearing to read 'C Marshall'.

Clare Marshall
Managing Director

Our Structure, Business and Supply Chains

Our Organisation

Telappliant Limited (company number 04632756) is a UK provider of technology and communications services, including managed connectivity, cloud communications, IT and physical security, to private and public sector organisations. Its registered office is Unit 13.02 Sierra Quebec Bravo, 77 Marsh Wall, London, E14 9SH. This statement covers the following organisations:

Organisation	Company Number	Relationship
Telappliant Limited	04632756	Parent Company
Connexions (Group) Limited	03647785	Subsidiary
Voice 2 Voice Limited	04785166	Subsidiary
Splicecom Limited	04165961	Subsidiary

Together with its subsidiaries, the group:

- designs, delivers and supports networks: leased lines, wide area networks, SD-WAN, managed Wi-Fi, business broadband and internet access;
- provides cloud and on-premise telephony: hosted voice, unified communications, SIP trunking, telephone numbers and number porting, and contact centre solutions;
- develops its own communications platform and manufactures the SelectVoice unified communications and PBX system and supplies it to customers and resellers;
- designs, installs and maintains on-site infrastructure, including structured data cabling, CCTV, door entry and site access systems, audio visual solutions and electrical services, accredited by NSI and NICEIC;
- supplies managed IT and cloud services, including IT support and maintenance, Microsoft 365, security solutions, and hosted and dedicated virtual servers; and
- supplies mobile services and end-user devices, including mobile connections, handsets, laptops and peripherals.

Services are delivered by our own engineering, support and customer service teams, supported by a network of specialist suppliers and subcontractors.

Summary

Our commitment to the Modern Slavery Act (MSA) includes:

- Ensuring anyone who is responsible for procurement is suitably qualified and has sufficient experience.
- Ensuring our suppliers adhere to MSA and undertake due diligence in the procurement of new suppliers.
- Using standardised terms which include MSA provisions.
- Ensuring colleagues are aware of the Whistleblowing policy, and how to report concerns.
- Ensuring that all senior managers are clear on their responsibilities towards MSA, and that they receive appropriate training in order to remain up to date on legislation
- Reviewing our Modern Slavery Policy and Statement on an annual basis, which will include the review of any cases raised with the Operations Director.
- Reviewing modern slavery risk as part of our regular supplier performance reviews, with any non-conformance recorded and corrective action tracked to resolution.

Our Supply Chain

Our supply chain consists of carriers and network providers, platform and licensing vendors, installation and hardware partners, and providers of business services, mainly based in the UK with a smaller number overseas.

We have dedicated responsibility for supplier and contract management. We assess each new supplier before engagement and expect suppliers to comply with applicable modern slavery legislation and maintain appropriate standards within their own supply chains.

In the event of any modern slavery practices being identified in the provision of a Telappliant supplier contract, Telappliant will:

- notify the appropriate law enforcement agency, where appropriate;
- work with relevant stakeholders to resolve the issue; and
- where the issue cannot be resolved, put alternative supply arrangements in place and terminate the contract.

Risk Assessment

Most of our spend is with UK-regulated telecommunications carriers and service providers, where the risk of modern slavery is low. We have identified two areas of higher risk:

Electronic hardware (handsets, routers, laptops, network, CCTV and audio visual equipment), which is typically manufactured overseas, including in regions where forced labour in electronics manufacturing and raw-material sourcing has been reported. We manage this by buying through established distributors and manufacturers and by including modern slavery provisions in our supplier terms.

Subcontracted and third-party labour, such as installation, cabling and electrical subcontractors and facilities services. Subcontractors are assessed before engagement and are required by our terms to comply with the Modern Slavery Act 2015.

We manage these risks through our supplier management process. Modern slavery risk is reviewed in our regular monthly or quarterly supplier performance reviews alongside service levels and contractual obligations. Where a supplier does not meet our required standards, the issue is recorded in our Supplier Non-conformance Register and corrective actions, owners and target dates are agreed and tracked to resolution. Serious issues are escalated immediately rather than waiting for the next review.

Telappliant Policies

We recognise and embrace our responsibility to operate our business with effective policies and procedures in order to ensure that we maintain a fair and ethical mode of operation.

Internal policies include:

Employee Handbook

All of our colleagues are inducted by the People & Culture team and have access to the Employee Handbook, which details clear guidance on standards and expected levels of behaviour. This helps ensure that colleagues understand the behaviours expected within the workplace and the strong values and standards we uphold as a business.

Recruitment Policy

Telappliant operates a robust recruitment practice, ensuring that all colleagues recruited have the right to work in the UK, and their basic rights as employees are protected. We pay fair wages and benefits and are an accredited living wage employer. DBS checks and appropriate background checks are carried out according to the requirements of the role.

Whistleblowing Policy

We support colleagues to raise concerns through our Whistleblowing Policy, a dedicated course and a range of confidential and anonymous reporting options, including our Speak Up process, with further support available from the People & Culture team and independent EAP.

Embedding the Principles

We take our responsibility to identify and respond to any incidents of modern slavery very seriously. We will therefore continue to embed the principles through:

- providing awareness training to relevant staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance from the UK Government
- continuing to take action to embed a zero-tolerance policy towards modern slavery.
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

Monitoring and Accountability

This statement is monitored on an ongoing basis by the People & Culture Manager and reviewed annually by the Directors. As part of the annual review, we assess the effectiveness of our approach using indicators such as:

- Training: completion of modern slavery awareness training, and of additional training for staff involved in procurement and recruitment;
- Supplier due diligence: assessment of new suppliers before engagement, and coverage of key suppliers through our regular performance reviews;
- Incidents and actions: any modern slavery-related non-conformances recorded in our Supplier Non-conformance Register, and the corrective actions taken; and
- Concerns raised: any concerns raised through our Whistleblowing Policy or Speak Up process, and how they were investigated.

The review identifies any further action required to strengthen our approach.

Governance

The Board is ultimately responsible for our Modern Slavery Policy, with any significant concerns relating to modern slavery reviewed at Board level as part of our risk management process. The managers responsible for procurement report directly to the Operations Director or Managing Director.