



MODERN SLAVERY POLICY

SEPTEMBER 2026



Modern Slavery Policy

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.

This policy applies to Telappliant Limited and its subsidiaries, Connexions (Group) Limited, Voice 2 Voice Limited and Splice.com Limited, and to all colleagues working on their behalf.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our colleagues. We want all our colleagues to feel confident that they can expose wrongdoing without any risk to themselves, through our Whistleblowing Policy and Speak Up process.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. Our People Managers and advisors are aware of the most common signs of coercion and understand their roles and responsibilities in relation to safeguarding, at all times remain alert to the signs from victims of modern slavery which may include showing signs of lacking freedom of movement, acting as if instructed by someone else, allowing others to speak for them, having their money controlled by someone else, giving the impression they have a debt, limited social interactions outside of their immediate environment, and not being in possession of their own travel or identity documents.

We do not 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.

We will endeavour to:

- Comply with and exceed any relevant regulatory requirements.
- Increase employee awareness and training.



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. Most of our spend is with UK-regulated telecommunications carriers and service providers, where the risk of modern slavery is low. We recognise higher risk in electronic hardware manufactured overseas and in subcontracted and third-party labour.

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. Modern slavery risk is reviewed in our regular supplier performance reviews, and any failure to meet our required standards is recorded in our Supplier Non-conformance Register, with corrective actions tracked to resolution.

If any modern slavery practice is identified in the delivery of a Telappliant supplier contract, we 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.

Embedding the Principles

We will 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 on GOV.UK](#)
- ensuring that consideration of the modern slavery risks and prevention are added to Telappliant's policy review process as an employer and procurer of goods and services.
- making sure Telappliant's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- 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 policy will be monitored and reviewed on an annual basis by the Directors and on an ongoing basis by the People & Culture Manager.

As part of the annual review, we will consider any modern slavery concerns raised, supplier due diligence completed, relevant training undertaken and any incidents or actions identified. This will help us assess the effectiveness of our approach and identify any further actions required. Effectiveness is measured against the indicators set out in our Modern Slavery Statement. The Board is ultimately responsible for this policy.

Review Date	Reviewed By	Next Review Date
March 2024	Head of People & Culture	March 2025
June 2025	People & Culture Manager	June 2026
October 2026	People & Culture Manager	September 2027



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