



## **Modern Slavery Policy**

### **INTRODUCTION**

Direct Save Telecoms Policy and factsheet has been prepared to provide guidance to all employees and other persons who may act for Direct Save Telecom such as agents, consultants and temporary workers and companies within Direct Save Telecom supply chain on the practical arrangements introduced by Direct Save Telecom to ensure compliance with the Modern Slavery Act 2015 that was made effective from 29th October 2015.

The factsheet aims to raise awareness among all employees and other persons working on behalf of or with Direct Save Telecom of the risk of modern slavery at work and to provide information on what steps the organisation has put in place to reduce the risk of slavery occurring either in the workplace or the supply chain. It also aims to communicate Direct Save Telecom policy on anti-slavery and give practical advice on what should be done where an employee (or other relevant person) is either exposed to slavery, or suspect's slavery is occurring in the workplace or in the supply chain.

### **POLICY**

Direct Save Telecom is committed to the prevention of forced labour, human trafficking and related forms of modern slavery. Direct Save Telecom strictly forbids any employee, consultant, agency worker, agent or any other person connected with its business from participating in slavery and only works with companies who operate ethically and comply with social and human rights criteria. Direct Save Telecom positively encourages employees, agency workers, agents, consultants and any other person working on behalf of or with Direct Save Telecom to immediately report any instance where they are either exposed to slavery, or suspect slavery is occurring in the workplace or in the supply chain.

Direct Save Telecoms Code of Conduct and specific guidance on due diligence processes which apply to employees, suppliers, sub-contractors and other business partners is given below.

Direct Save Telecom is committed to legal compliance, ethical standards and fundamental human rights as described in the international labour organisation law on forced labour such as the Abolition of Forced Labour Convention (C105) and Worst Forms of Child Labour Convention (C182) and is committed to supporting any person representing Direct Save Telecom, to avoid slavery.

Direct Save Telecom person with specific responsibility for anti-slavery responsibilities and procedures is the Managing Director. Direct Save Telecom is committed to putting in place appropriate measures where there is a risk of slavery in the workplace or the supply chain and to the monitoring/reviewing of the effectiveness of such measures on a regular basis.

Any employee found to be committing an offence under the Modern Slavery Act 2015 will be subject to disciplinary proceedings. Direct Save Telecom has defined the infringement of human rights as "Gross Misconduct", which if found against an employee would result in dismissal for a first offence. In addition, an employee is likely to also face criminal proceedings/charges.

Non-employed individuals or organisations found to engage in forced labour, trafficking or slavery will be removed from the list of suppliers immediately and may also face criminal proceedings/charges.

Direct Save Telecom will not hesitate to make the appropriate external authorities aware of any suspected human rights abuse which may arise from one or more of the following five offences under the Modern Slavery Act.