



UK MODERN SLAVERY ACT STATEMENT 2025

Introduction from Arelion

We, Arelion are committed to improving our practices to combat slavery and human trafficking in our business and supply chain. We aim to be a reliable partner to our suppliers, contractors and business partners. We follow local legislation on human and labor rights in the countries we operate. These and other commitments form the foundation of our Code of Responsible Business Conduct, which applies to all employees and subsidiaries. The commitments are extended to our supply chain through the Third-Party Code of Conduct, which states the expectations and requirements on all our suppliers and sub-suppliers.

Arelion Group Company is a global provider of telecommunication services, with subsidiaries in 39 countries, including the UK. We source services and products both directly and through our valued partnerships and contractual relationships with other suppliers and agencies. Our procurement network spans the UK, Europe, and beyond.

Arelion firmly stands against any form of slavery or human trafficking. We are committed to ensuring that none of our business operations, nor those of our partners, are involved in such practices. We believe in fostering a supply chain that is ethical, transparent, and respectful of human rights.

Our core values – Empower, Excite and Excel – guide how we act and behave on a day-to-day basis. The values require us to empower colleagues, customers and everyone around us through trust, friendship, and mutual respect. They require us to excite others by showing our genuine passion for what we do, and for the world around us. And they require us to excel with our ability to focus, get things done and assume full accountability for the final result.

Our policies

We have the following policies in place relevant to modern slavery, which we continuously review and update:

- Code of Responsible Business Conduct
- Anti Bribery and Corruption Policy; and
- Third-Party Code of Conduct.
- Source to Pay Policy

Supply Chain

When interacting with third parties such as suppliers, vendors, interconnect partners, agents, consultants, contractors, recipients of donations and sponsorships or other service providers (collectively “Third-Parties”, individually “Third-Party”), Arelion expects Third Parties to operate in compliance with all applicable laws and regulations to fulfil all contractual obligations, and has a strong preference to work with Third-Parties that share its commitment to ethical and responsible business conduct and the values and principles described in Arelion’s Third-Party Code of Conduct. While applicable national or local customs, laws, rules and regulations may vary by country, a number of international declarations, conventions and guidelines on human rights, labor rights and conditions, environmental responsibility and anti-corruption (e.g. the UN’ Universal Declaration of Human Rights, the Core Conventions of the ILO, the OECD Guidelines for Multinational Enterprises, the UN Guiding principles on Business and Human Rights and the United Nations Global Compact Principles) demonstrate that ethical and responsible business practices are a global matter of concern and have become a guiding force in doing business throughout the whole supply chain.

Due diligence processes

We understand that the risks are considerably higher in the supply chain, and through our Responsible Sourcing work we have processes in place to carry out third-party due diligence, including risk assessments, to identify and mitigate risks as provided in the Act.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers through our anonymous Speak-Up channel.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are ensuring that training is available to all our staff.

Future Steps

We will continue to monitor and update our policies and procedures in combating slavery and human trafficking. Where potential modern slavery impacts are identified within a contract requirement, we will work with our suppliers to develop appropriate KPIs to monitor and manage performance in regard to these risks.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement approved by Arelion Board of Directors