

Modern Slavery Statement

This statement sets out Net Consulting's actions to understand all potential modern slavery risks related to its business. It outlines the steps taken to ensure that there is no slavery or human trafficking in its own business and its supply chains.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Our organisation is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from such practices.

Organisational Structure and Supply Chains

This statement covers the activities of Net Consulting Ltd;

Net Consulting Ltd is a private limited company incorporated in England and Wales. It coordinates its technical consulting and managed services business, which are delivered from its offices in Cardiff and Corsham and at customer sites. Our company employs professionally qualified people, both directly and as associates. Our people policies ensure fair treatment of our people across our business. Our external suppliers are mostly UK—and US-based companies in low-risk sectors (such as technology software and hardware manufacturing).

We currently operate in the following countries:

We operate in the UK & Ireland, and also in Mainland Europe.

The following is the process by which the company assesses whether particular activities or countries are at high risk for slavery or human trafficking:

When we onboard a new supplier, they must sign up for our Supplier Code of Conduct and are subsequently audited annually against our Supplier Assessment Audit. Our Supplier Code of Conduct requires each supplier to sign a declaration that modern slavery or human trafficking is not supported or tolerated in their organisation or their supply chain.

High-risk activities

The following activities are considered to be at high risk of slavery or human trafficking:

Those areas of high risk of modern slavery or human trafficking involve procurement of hardware technology from electronics manufacturers.

Responsibility

Responsibility for our anti-slavery initiatives is as follows:

Policies: The Board of Directors is responsible for implementing this policy, which is audited by our internal auditors annually and signed off by the Managing Director. Our staff involved in commercial procurement are trained using the government's guidance on [modern slavery procurement on GOV.UK](#).

Risk Assessments: Our internal auditors conduct annual supplier risk assessments, which the Managing Director reviews and approves.

Investigations/Due Diligence: All potential high-risk suppliers within the hardware electronics manufacturing industry are assessed specifically against their modern slavery policies and the associated processes for managing their supply chain.

Training: This is carried out against the Government guidelines on [modern slavery procurement on GOV.UK](#).

Relevant Policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Equality, Diversity and Inclusion Policy
- Whistleblowing Policy
- Grievance Policy
- Supplier Code of Conduct
- Supplier Audit Process

Equal Opportunities, Diversity and Inclusion

Our policy clarifies to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour.

Supplier Code of Conduct

We are committed to ensuring that our suppliers adhere to the highest ethical standards. Suppliers must demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure they meet the code's standards and improve their workers' working conditions. However, serious violations of our supplier code of conduct will result in the termination of the business relationship.

Due Diligence

We undertake due diligence when considering new suppliers and regularly review our existing ones. Our due diligence and reviews include;

- evaluating the modern slavery and human trafficking risks of each new supplier
- reviewing annually all aspects of the supply chain based on the supply chain mapping

- creating an annual risk assessment for each supplier
- invoking sanctions against suppliers that fail to improve their performance in line with a post-risk assessment action plan or seriously violate our supplier code of conduct, including terminating the business relationship.

Board Approval

The Managing Director approved this statement on 5th December 2024 and will review and update it annually.

Signature: Paul J Thomas
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Date: 5th December 2024
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