

# TELEFÓNICA TECH UK&I LIMITED Anti-Slavery and Human Trafficking Statement 2023

## Our Business Model

Telefónica Tech UK&I Limited (Telefónica Tech) is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers. Telefónica Tech is a Systems Integrator, dedicated to enabling our customers to achieve strong results and successes across Consultancy, Cloud, On-Premises and Managed Services Solutions. Everything we do is working towards delivering a successful, efficient, growing business that works for you today and into the future. To enable this, we have the best partnerships with leading vendors, many of whom have recognised Telefónica Tech with their Partner Awards.

In compliance with the Modern Slavery Act 2015, Telefónica Tech makes the following statement regarding its efforts to prevent slavery and human trafficking in its business, and supply chain.

## Policies and Training relating to Modern Slavery

Telefónica Tech continues to be committed to social responsibility and does not tolerate slavery and human trafficking. Telefónica Tech is rolling out a training programme to better ensure knowledge of modern slavery and the 2015 Act across the business. As part of that programme, in FY2020, Telefónica Tech's Head of Legal delivered refresher training on Modern Slavery to key stakeholders within the organisation.

## HR

Telefónica Tech's employed workforce is currently exclusively UK and Ireland based. Telefónica Tech only employs individuals who have a verified right to work in the United Kingdom or Ireland, reducing the risk of slavery. Furthermore, all salaries are verified by the UK-based HR team and all employees receive at least the National Minimum Wage.

## Supply Chain Management

In FY2020, Telefónica Tech introduced a new supplier on-boarding process, designed to centralise the on-boarding of suppliers through one team and to increase the level of due diligence applied to on-boarding activities.

All high-risk suppliers are considered for approval by a new Supplier Board, consisting of the Managing Director, CTO, VP of Sales, VP of Business Operations, Head of Legal and Head of Order Management. The Supplier board has the power to veto on-boarding of suppliers and may do so in circumstances where human trafficking and slavery are suspected.

Telefónica Tech has introduced a set of standard supplier terms and conditions which requires signatories to conduct due diligence in their supply chains to ensure compliance with the 2015 Act. Breach of the anti-slavery terms carries a termination right.

### **Further Action**

Following our review of actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we are taking the following further steps to tackle slavery and human trafficking from FY2023 onwards: (i) further training across relevant personnel within Telefónica Tech; (ii) increased due diligence on new, high-risk suppliers; (iii) review of existing high-risk suppliers for compliance with the 2015 Act.

Signature

A handwritten signature in black ink, appearing to read 'M. Gorton', with a stylized flourish at the end.

Mark Gorton, Managing Director, Telefónica Tech UK&I