

## **Modern Slavery Statement for Financial Year 2017/18**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Teneo has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

We're Specialist Integrators of Next-Generation Technology, focused on WAN visibility, performance and security. Passionate about what we do, we're the spark that ignites a new approach to innovation, opening minds to new possibilities.

Our 24x7 services, including WAN Optimisation-as-a-Service, SD-WAN-as-a-Service, Connectivity-as-a-Service and Visibility-as-a-Service, help fast-paced, global IT teams take immediate advantage of the latest technology advancements without the associated workload. This results in greater operational and financial efficiencies – and frees up time to focus on what's next.

Our agile, flexible delivery capabilities span 200+ countries and we're relied upon by 1500+ organisations worldwide.

### **Our policies, procedures and initiatives**

We operate a number of internal policies, procedures and initiatives to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment process. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. Our employee handbook explains the manner in which we behave as an organisation and how we expect our employees to act.
5. Our commitment to Corporate Social Responsibility. Teneo is serious about giving back and our CSR initiatives reflect the importance we place on positively impacting both communities in the poorest of countries and our local community.

### Our high-risk areas

We understand that our biggest exposure to Modern Slavery is in our product supply chains. Our main suppliers are distributors who then work with manufacturers that may source components from countries where modern slavery has taken place. We engage with our suppliers to ensure that we are working with businesses that have a zero-tolerance approach to any form of modern slavery.

### Our suppliers

We carry out due diligence on suppliers before conducting business with them. This due diligence includes an online search to ensure that the organisation has never been convicted of offenses relating to modern slavery. In addition, suppliers that are deemed at higher risk of slavery will be required to confirm that no part of their business operations contradict with the safeguarding against any form of modern slavery.

We ask relevant suppliers to confirm that:

1. They hold their own suppliers to account over modern slavery
2. They pay their employees any prevailing minimum wage applicable within their country of operations
3. They understand that we may terminate the contract at any time should any instances of modern slavery come to light

### Training

Training will be made available for relevant members of staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on [date]

Name Piers Carey


.....  
Title Chief Executive Officer  
.....

  
Signature

.....  
Date 18 November 2017  
.....

Name James Hall

.....  
Title Operations Director  
.....

  
Signature

.....  
Date 16 November 2017  
.....

Name Marc Sollars

.....  
Title Chief Technology Officer  
.....

Signature

  
.....  
Date 20 November 2017  
.....