

## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1<sup>st</sup> October 2023 – 30<sup>th</sup> September 2024 and is published in accordance with Section 54 of the Modern Slavery Act 2015.

The statement sets down Glo-Networks Limited's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We recognize our responsibility to uphold human rights and ethical business practices, and this modern slavery statement reflects our commitment to preventing and addressing modern slavery within our organization however small the risk.

### **Our Organisation**

This Statement covers the business activities of Glo-Networks Limited which are as follows:

We are a full service IT company that delivers stand-out services and solutions to customers across the UK. We pride ourselves on the time and energy we devote to every customer, offering tailored and cost-effective IT solutions. We only use leading, tried and tested technologies, designed to enable business's productivity to soar.

### **Our Policies**

The Company is committed to ensuring that there is a zero tolerance approach to modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

We are dedicated to ensuring compliance with law, policies and processes. As part of our commitment for continuous improvement, all UK policies will be reviewed on a regular basis to ensure ongoing compliance. If we become aware of any breaches, we will investigate and take such steps as are necessary.

### **Training**

We will provide appropriate training to our employees and those working on our behalf to ensure awareness of the risks and indicators of modern slavery. We encourage our staff to report any concerns related to modern slavery without fear of retaliation.

### **Due Dilligence Processes**

Our recruitment processes are transparent, and we have vetting procedures in place for new employees to confirm their identities and ensure that they are paid into a personal bank account.

We also follow processes to ensure that we only engage with reputable suppliers who have been carefully considered. Our suppliers are monitored and are reviewed on a regular basis.

### **Risk and Compliance**

Due to the majority of our supply chain being based in the UK, EU and US and in lower risk industries, such as internet software and services, our exposure to risk is low. We are conscious that products or services sourced from outside the UK or EU are potentially more at risk of slavery or human trafficking issues. Glo is dedicated to acting ethically and responsibly in its operations and supply chains to prevent and combat modern slavery. We expect all of our suppliers to meet legal and ethical standards as a condition of doing business with us and we will not work with any supplier that has been found to have knowingly been involved in either human trafficking or modern slavery.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary.

Approved and authorized by:

Name: Chirs Connor

Position: Managing Director

Date: 10<sup>th</sup> November 2023