



# Modern Slavery Policy

November 2023

## **Policy Statement**

TREND Networks prohibits and condemns all forms of modern slavery, including forced labour, human trafficking, child labour, and any other form of exploitation of vulnerable individuals. TREND Networks understands that there are estimated to be over 40 million people in modern slavery globally and is committed to ensuring that its operations and supply chains are free from any form of modern slavery.

## **Compliance with Laws and Regulations**

TREND Networks will comply with all applicable laws and regulations related to modern slavery, including but not limited to the Modern Slavery Act 2015 (UK). TREND Networks will also strive to adhere to industry best practices and guidelines in addressing modern slavery.

## **Risk Assessment and Due Diligence**

TREND Networks will conduct risk assessments and due diligence processes to identify and address any potential risks of modern slavery in its operations and supply chains. This includes assessing the labour practices and human rights records of suppliers and taking appropriate measures to mitigate any identified risks when considered appropriate.

## **Supplier Code of Conduct**

TREND Networks expects the highest standards from its suppliers in relation to modern slavery. This may include requirements for fair wages, safe working conditions, freedom of association, and other labour and human rights standards. TREND Networks will work with its suppliers to ensure they address any non-compliance issues.

## **Employee Training and Awareness**

TREND Networks encourages its employees to raise any concerns or suspicions they may have about modern slavery, and TREND Networks will provide appropriate training if required.

## **Non-Retaliation and Remediation**

TREND Networks will not tolerate any retaliation against employees who report suspected cases of modern slavery in good faith. TREND Networks will take appropriate steps to investigate and address any reported cases, and TREND Networks will work with relevant stakeholders to provide remediation to affected individuals.

## **Senior Management Accountability**

Senior management at TREND Networks will be accountable for the implementation and enforcement of this modern slavery policy. The senior management team will provide leadership and oversight to ensure that their commitment to combatting modern slavery is fully integrated into its operations and decision-making processes.

TREND Networks is fully committed to the eradication of modern slavery in all of its operations and supply chains, and will work diligently to ensure compliance with this policy. TREND Networks will encourage all employees, suppliers, partners, and stakeholders to join us in this important effort.