

Modern Slavery Act Transparency Statement

Introduction

SCG is committed to working with our partners, employees, and suppliers to build a culture of respect and dignity, including prohibiting exploitation and human trafficking.

Company Structure

The Southern Communications Group of companies, of which the holding company is Southern Communications Holdings Ltd is based in the UK. The Group has over 750 employees and an annual turnover of £150m.

Our Business

SCG – The experts in IT, Data Communications and Business Voice Solutions.

We work with our clients to identify solution focused technologies that seamlessly integrate voice and data, in or out of the cloud.

We are providers of

- IT Services
- Business mobile
- Data and connectivity
- Hosted solutions
- Cloud Services
- Voice Systems

Responsible Employment

As an ethical employer we treat our employees with fairness and respect. We are committed to paying our employees at least the Living Wage and have proactive processes in place ensure that we review this annually.

Employees are trained to ensure they have the capability to complete the work expected of them without undue stress or pressure due to lacking the necessary skillset.

Our Policies on slavery and human trafficking

Company policies are in place, requiring our suppliers to ethically source products and services. We require transparency in our supply chain to support our commitment to there being no human trafficking or slavery in any part of our business. We are committed to acting ethically and with integrity, in our business relationships and have effective systems to enforce control and monitor our policies.

Our supply chains include a broad spectrum of companies who provide services including.

- Data suppliers of Ethernet, and Broadband connectivity
- Manufacturing suppliers for hardware and other telephony equipment
- Providers of mobile phones and mobile connectivity
- Experts in the field of cloud services
- Voice suppliers for lines and calls

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Due diligence and effectiveness

As part of our initiative to identify and mitigate risk we require our suppliers to provide information and supporting documentation about their businesses. They are specifically required to confirm their ethical policies including reference to anti-slavery and human trafficking.

We have systems to identify and assess potential risk areas, mitigate the risk of slavery and human trafficking occurring in our supply chains and then monitor any risk areas identified.

When employing new staff and sub-contractors, we perform initial screening and provide training in the relevant areas as part of our induction processes. For existing staff there are periodic refreshers to ensure that our responsibilities in relation to ethical trading are reinforced.

Measuring how we are doing

Each year when we reassess our supplier responses, we aim to improve on the number of suppliers we are proactively working

with to ensure their policies comply with our requirement both for Modern Slavery and other compliance and technical requirements.

- For 2023/24, 80% (79% 2022/23) of our supply chain was reviewed to ascertain the businesses have a modern slavery policy.

For 2024/25 we are continuing our efforts, working with our suppliers, with the aim of extending the breadth of suppliers from whom assurances have been received.

We continue to keep ethical trading in the minds of the employees as part of our induction and ongoing training.

This statement is approved by the Board of Directors and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st March 2021.

Signed: *BTPhilpott*

Date: