

Modern Slavery Policy 2020

CCN Communications and Nexus Fibre Solutions

We are committed to preventing slavery and human trafficking in our activities and to ensuring that our supply chain is free from slavery, human trafficking and the exploitation of children and young people.

We exercise due diligence when taking on new suppliers and regularly review our existing suppliers. The Company's due diligence and reviews include:

- a. Undertaking risk analysis to the supply chain on geographical location and or product to ascertain high risk categories.
- b. Evaluating the modern slavery and human trafficking risks of each new supplier.
- c. Reviewing on a regular basis all aspects of the supply chain.
- d. Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- e. Taking steps to improve substandard suppliers' practices including providing advice to suppliers and requiring them to implement action plans.
- f. Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct including termination of the company relationship.

Actions for 2021

This year we are:

- continuing to ensure that all of our existing employees understand the implications of the Modern Slavery Act and, in particular, the responsibility that we all have to raise concerns within our day-to-day operations and, in particular, our supply chains
- incorporating Modern Slavery as a topic within our employee induction, for the first time

The Directors are responsible for the governance relating to Modern Slavery and the implementation of this policy, and will ensure appropriate resources are provided.

Ashley Adams, Director and Co-Founder

Matt Skilton, Director and Co-Founder

1 January 2021