



Modern Slavery Policy

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Modern Slavery Statement

KubeNet is fully committed to the prevention of Modern Slavery and Human Trafficking and will not tolerate or condone any such identified act within any aspect of business activities.

This statement is pursuant to the Modern Slavery Act, it sets out the activities undertaken by the Company in respect of the prevention of the Modern Slavery and Human Trafficking and constitutes the Company's annual statement for the financial period 1st June 2021 to 30th May 2022.

Organisational Structure

KubeNet provides a diverse range of Communication and IT Solutions for businesses. Our work is conducted solely in the United Kingdom and is delivered by a workforce all of whom are fully eligible to work within the United Kingdom.

Supply Chain

Given the nature of our organisational structure model of directly employed individuals and our use of UK based supply chain, we consider that any exposure to risk of Modern Slavery or Human Trafficking is extremely low and that should any risk exist it is most likely to be within the extended Supply Chain. We work closely with our Tier 1 members of our Supply Chain in the identification of such risk to ensure it is addressed in an appropriate manner.

Modern Slavery Policy

We have implemented a comprehensive policy in respect of the prevention of Modern Slavery and Human Trafficking. This policy and supporting procedures detail our businesses approach to the prevention of Modern Slavery and Human Trafficking, along with the processes used to support and deliver our commitment. This policy and commitment have been communicated to our employees and our Tier 1 Supply Chain partners for their information and action.

We operate a risk-based approach to the identification of Slavery and Human Trafficking the principal of which is based in the location of the product or service, industry sector, supplier relationships and existing data held supported by additional information guidance obtained.

Due Diligence and Identification of Risk

Our employment policy is supported by robust processes, to ensure that an individual's identity is confirmed and they have a legitimate right to work in the United Kingdom. This policy and the right to work checks undertaken by our employees minimise the risk of employing forced labour or those who may be subject to human trafficking.

Where KubeNet utilises sub-contractors, we undertake due diligence checks to ensure that, as a minimum, labour providers comply with our commitment to the prevention of Modern Slavery and their processes for recruitment contain no illegal labour practices.

Our activities to date include:

- The development and implementation of the policy and procedures in respect of the prevention of Modern Slavery.
- The communication of our policies and procedures.
- The mapping and prioritisation of our Tier 1 Supply Chain to identify the areas where we can add most leverage in respect of the prevention of Modern Slavery.
- The incorporation of our commitment to the prevention of Modern Slavery into the vendor Assessments.

Communication and Training

Our commitment to the prevention of Modern Slavery and Human Trafficking comes directly from our Board of Directors. Their commitment to this important social issue has been clearly communicated both internally to employees and externally to subcontractors and our Tier 1 Supply chain.

Employees who have a direct responsibility and involvement for the engagement of workers and for dealing with supply chain matters have received appropriate training.

Acknowledgement

We acknowledge that we are in the early stages of an ongoing process and our approach to the Prevention of the Modern Slavery and Human Trafficking will potentially change year on year.

The KubeNet Board of Directors