

## Modern Slavery Act Statement

At Jola Cloud Solutions Ltd we are committed to running our business responsibly. We strive to maintain high ethical principles and to respect human rights and we do our best to encourage high standards in our supply chain and business.

In this statement we describe our business and supply chain and how we operate them. We also explain our current policies and practices and the plans that we have to continue to enhance these in light of the 2015 Act.

### Beliefs and principles

We have a long-standing policy that we will not use or accept forced, bonded or involuntary prison labour or child labour. Nor do we demand deposits or hold onto our workers' identity papers, or work with businesses that do. We only work with people who choose to work freely. We respect the right to equal opportunity, freedom of association and collective bargaining.

We welcome our employees speaking up about any unethical behaviour and make it easy for them to do so via either their manager or a Board Director.

### Our business and supply chain

We are a leading supplier of telecommunications services, specialising in mobile data, eSIM, IoT and M2M. We sell exclusively through resellers and Managed Service Providers (MSPs).

We have around 30 primary suppliers, of goods and services ranging from network usage and hosting to website and software development. Some of these products and services we use in our own business and some we use as part of what we sell to our customers.

Many of our suppliers have their own suppliers. Our supply chain is therefore large and complex. We have prioritised our attention on companies that supply high value products or services, or things without which our business could not run. We have proactively vetted 90% of our suppliers by value and we are satisfied they comply with the requirements of the Act. In 2020/21 we will continue scrutinising our supply chain to satisfy ourselves it also complies.

### How we check compliance with our standards

We aim to prevent modern slavery or human trafficking in our business right at the start of our recruitment processes.

Once people join us, we give our new employees plenty of support, education and training. All new starters are made aware of our ethical policies which are available through our company intranet and are readily available to all employees. Failure of employees to behave ethically at work will, in appropriate cases, result in disciplinary action which ultimately could lead to dismissal depending on the circumstances.

We ask our primary suppliers for details of their policy on modern slavery.