

Modern Slavery Policy

1. Introduction

GForce Telecomms Ltd is committed to preventing modern slavery and human trafficking in all aspects of its business operations. We recognise our responsibility to uphold human rights and ethical labour practices, ensuring that slavery and exploitation have no place in our supply chains.

2. Scope & Applicability

This policy applies to all employees, contractors, suppliers, and business partners associated with GForce Telecomms Ltd. It extends to all commercial operations and global supply chains.

3. Our Commitment

We are dedicated to:

- Ensuring **fair and ethical employment practices** across all business operations.
- Conducting **due diligence** to identify and eliminate risks of modern slavery in our supply chains.
- **Prohibiting forced labour, human trafficking, and exploitative practices.**
- Ensuring that all workers are employed **voluntarily, fairly compensated**, and operate in safe conditions.

4. Supplier & Contractor Expectations

We require our suppliers and contractors to:

- Adhere to **UK employment laws** and ethical labour standards.
- Maintain **transparent employment practices** and avoid exploitative labour.
- Provide **safe working conditions** for all employees.
- Allow **free movement of workers** without coercion or intimidation.

5. Reporting & Accountability

- Employees, suppliers, and partners must **report any concerns** regarding modern slavery or unethical labour practices.
- All reports will be **investigated confidentially**, and appropriate action will be taken.
- Violations may result in **contract termination and legal consequences.**

6. Training & Awareness

- Regular **modern slavery awareness training** will be provided to employees and key stakeholders.
- Risk assessments will be conducted to identify **potential vulnerabilities** in our supply chains.

Modern Slavery Policy

7. Continuous Improvement & Review

This policy will be **reviewed annually** to ensure continued compliance with UK legislation and evolving ethical standards.

Document Version Control

Version / Status	Release Description	Date of Issue
4	Review	07/01/2025
5	Release	07/01/2025

Document Review and Sign Off

Documentation Role	Full Name	Role
Approver	Rod Davey	Managing Director