

Exponential-e's Modern Slavery Statement



At Exponential-e we are committed to improving our practices to combat slavery and human trafficking. Within this document we explain our business structure and give you an overview of our guiding principles, policies and compliance process and how we develop these in light of the Modern Slavery Act 2015.

Our business and supply chain

Exponential-e is an award-winning, privately owned British Cloud and Unified Communications provider based in the UK. We pride ourselves on delivering super-fast, low latency Connectivity, flexible and resilient Cloud solutions and world class IT Services. Our Cloud infrastructure is fully integrated with our 100 Gigabit Carrier-Class Ethernet Network utilising premium grade enterprise compute. It is supported by our UK based 24/7 x 356 customer service desk to deliver a non-stop compute platform for our clients. Our business has over 390 employees and we have 2,800 clients from all across the world. Our clients are public bodies, charities and companies ranging from international to small businesses.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We ensure that only those who choose to work freely are employed within our business. Each individual's human rights are important to us, we do not accept any form of discrimination, harassment or bullying.

We recognise that where workers are employed through business partners or recruitment agencies, we are not directly responsible for the employee relationship or how they manage their employee. To mitigate the risk, we require certain contractual standards.

For our employees, we provide them with an opportunity to raise any concerns or complaints. Our employees have access to the Whistle blowing Policy.

Supplier adherence to our values

We have zero tolerance to modern slavery and human trafficking. To ensure that all those in our supply chain comply with our values we monitor and enforce compliance with those values in a number of ways:

- For all new tenders, Procurement require that all suppliers comply with the Modern Slavery Act.
- Suppliers are also required to show how they comply in each area of their supply chain. Exponential-e will refuse to work with a supplier which fails to provide the relevant information.
- Where applicable, Exponential-e conforms to Vendor Partnership Programs. This involves working either directly with the Vendor or their defined distribution channel (by making use of their approved resellers). Some of the benefits of being a part of the Vendor Partnership Programs are as follows:
 - a) Asset and serial number information are checked to ensure that equipment's are not sourced from the "grey market" and
 - b) The businesses which are part of the programme issue defined statements and assurance with respect to their compliance with the Modern Slavery Act.

You can find details of the Vendor Partnership Programme which Exponential-e is part of on the 'Technology Partners' section of the Exponential-e's website.


Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our employees through induction programmes, face to face with line manager and courses. One of the ways we evaluate our progress is by requiring our employees in procurement roles to receive accreditation from the Chartered Institute of Procurement & Supply (CIPS).

The employees can receive training on ethical purchasing. From that training, the employees can gain a better understanding on the nature of any risks we may face as an organisation and implement supportive actions where necessary.

Exponential-e will continue to monitor its supply chain and will reassess policies annually to ensure that it is continuing to meet its organisational values.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2016 and has been approved by the Board of Exponential-e Limited.

Signature: 

Exponential-e Limited
April 2017