

# Modern Slavery Act 2015: Slavery and human trafficking statement for Arqiva Limited, Arqiva Muxco Limited and Arqiva Smart Metering Limited.

## OVERARCHING STATEMENT

This statement sets out the steps we are implementing to combat slavery and human trafficking. We remain committed to further improving our practices in the future to combat slavery and human trafficking.

## ORGANISATION STRUCTURE

We are a communications infrastructure and media services provider, operating at the heart of the broadcast, satellite communications, and smart metering markets. We're at the forefront of network solutions and services in the digital world. We provide much of the infrastructure behind television, radio satellite communications and smart metering in the UK and have a presence in Ireland, mainland Europe and the USA.

During the financial year ended 30 June 2021, Arqiva Limited and its subsidiaries; Arqiva Muxco Limited; and Arqiva Smart Metering Limited were part of the Arqiva group with head offices in the UK and over 1300 employees. We operate in the UK, Europe and the USA.

Arqiva Limited (and its subsidiaries); Arqiva Muxco Limited; and Arqiva Smart Metering Limited each have an annual turnover of in excess of £36 million.

## OUR SUPPLY CHAINS

The Arqiva Procurement team works in partnership with our suppliers, ensuring we meet our internal customer needs. The Arqiva values of Ingenious, Straightforward and Collaborative are core to how we interact with suppliers whether a high-volume preferred supplier or one-time only supplier.

We have an exceptionally diverse range of services and goods that are required by the business and sourced by our Procurement team including:

- Transmission – Arqiva has numerous transmission sites throughout the UK;
- Construction – Arqiva undertakes a broad range of construction activities from small changes to the construction of new transmission towers;
- Maintenance & Repairs;
- IT software and managed services;
- Satellite Capacity; and
- Corporate facilities (including corporate sites, stationery, recruitment, legal and professional fees).

## **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. Suppliers are required to comply with our Supplier Code of Conduct, which 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.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we:

- aim to identify and assess potential risk areas in our own business and our supply chains;
- try to mitigate the risk of slavery and human trafficking occurring in our own business and our supply chains;
- monitor potential risk areas in our own business and our supply chains;
- where possible we build long standing relationships with suppliers and make clear our expectations of their business behaviour;
- expect our suppliers to comply with the Modern Slavery Act 2015 and have their own suitable anti-slavery and human trafficking policies and processes; and
- encourage the reporting of concerns and support the protection of whistle blowers.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with those values and our Supplier Code of Conduct.

Our Procurement team, reporting in to our CFO, is responsible for promoting and ensuring compliance with the Modern Slavery Act 2015 as part of our supplier relationships.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all directors and members of the Executive Committee have been briefed on the subject and we continue to assess training needs for all relevant members of our staff.

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- use of robust supplier selection process including supplier questionnaires and compliance with Arqiva's Supplier Code of Conduct;
- use of our payroll systems to ensure that purchase orders and payments to suppliers are limited to those who comply with our standards.

#### **STEPS TAKEN DURING THE FINANCIAL YEAR TO 30 JUNE 2021**

In the past financial year, we have taken the following steps to ensure that slavery and human trafficking is not taking place in our supply chains, and in any part of our own business:

- a) We have continued to implement a qualification process for all of our suppliers, using our e-procurement system. This process includes background checks and either (a) confirmation of acceptance of the Arqiva Supplier Code of Conduct (which covers modern slavery and human trafficking); or (b) demonstration that the Supplier has its own equivalent policies covering modern slavery and human trafficking. Purchase Orders cannot be placed with new suppliers before the confirmation has been given.
- b) The migration to a new version of Oracle financial systems has presented an opportunity to further reduce our number of trading suppliers, and we are working to a pool of approximately 600 suppliers on go-live of the upgraded systems (this figure has reduced from >2,300 in FY18).
- c) We have introduced a new e-learning system for colleagues, using LinkedIn Learning, which includes content on modern slavery.
- d) We have refreshed our "Speak Up" reporting website and telephone line to enable people to notify any concerns. These are overseen by the Internal Audit function and regular updates given to the group's Audit & Risk Committee.

#### **STATEMENT**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Arqiva Limited, Arqiva Muxco Limited and Arqiva Smart Metering Limited's slavery and human trafficking statement for the financial year ending 30 June 2021.

Signed:



**Paul Donovan**

Chief Executive Officer

For **Arqiva Limited** and **Arqiva Muxco Limited** and **Arqiva Smart Metering Limited**

Date: 14 June 2021