



MODERN SLAVERY & HUMAN TRAFFICKING POLICY

This Statement is made by Milexia UK pursuant to Section 54 (1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking policy statement. It sets out our actions to understand any potential modern slavery risk relating to our business and the steps we have taken/are taking to ensure that there is no known slavery or human trafficking within our business or supply chains.

Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of 'slavery, servitude and forced or compulsory labour' and 'human trafficking'.

Milexia UK is committed to conducting our business in an ethical and socially responsible, honest manner and are fundamentally committed to preventing slavery and human trafficking in our business activities and to ensuring that our supply chains are free from slavery and human trafficking.

We acknowledge our responsibilities under the Act and have a zero-tolerance approach towards slavery and human trafficking.

Policy Scope & Statement

This Policy applies to all employees (permanent, temporary or fixed term), directors, agency workers, contractors and suppliers.

Milexia UK will treat all employees fairly and with respect. We require that all suppliers and sub-contractors do not engage in any activities that contravene the Act and do not knowingly contract with third parties which do.

Our Business, Structure & Supply Chains

Milexia UK is a part of the Milexia Group, operating predominantly in the UK and we employ approximately 30 people. We conduct business across Europe, Australia, North America, Middle East, Africa and Asia, supplying equipment and services to over 30 countries each year.

Milexia UK is a technology distributor, sourcing satcoms and broadcast equipment and systems, RF/microwave and digital components and diagnostic test and measurement instrumentation.

Our supply chain is international of nature:

- Suppliers - primarily based in the UK, USA and the EU however we source some supplies from Asia
- Business partners - such as banks, accountants and solicitors are UK based
- Outsourced suppliers for administration duties (payroll, pension, etc) are UK based
- Recruitment agencies – UK based.

Our Policies

This Statement reflects Milexia UK's commitment to acting ethically and with integrity in all our business relationships and to preventing slavery and human trafficking. We also have several policies and procedures in place to support our commitment to mitigate any risks within the business including Whistleblowing, Code of Conduct, Health & Safety, Right to Work, Grievance and Procurement.

Due Diligence

From the date of this Statement, Milexia UK will take all appropriate steps to ensure that slavery or human trafficking are not taking place in our supply chain. This includes:

- Reviewing our current supply chain
- Writing to suppliers to ensure their awareness of our zero-tolerance approach to slavery and the Modern Slavery Act and ensuring their compliance to our Statement on a regular basis and ensuring relevant suppliers have a link to their Modern Slavery Statement on their website
- A requirement that all new suppliers confirm their compliance with the Modern Slavery Act 2015
- Protecting any employee or third party who raises a concern regarding modern slavery or human trafficking.

Milexia UK will not engage in business relations with any contractor or supplier found to be in breach of anti-slavery and human trafficking obligations or who fail to provide the necessary assurances of compliance.

Whilst the risks may be small, we all have responsibility to be alert to them. All employees are expected to raise any concerns to the Managing Director immediately, who will act upon them.

Training & Awareness

This Policy Statement, together with an awareness guide, will be completed as part of our induction programme for all new employees. This covers:

- What is human trafficking?
- How to identify potential signs of slavery and human trafficking
- What steps should be taken if slavery or human trafficking is suspected
- Details of the Modern Slavery Helpline.

This information will also be communicated to all current employees to ensure understanding.

Milexia UK's zero-tolerance attitude to slavery and human trafficking will be clearly communicated to all suppliers, contractors, business partners and any third parties at the outset of our business relationship with them and as appropriate thereafter.

This Statement has been approved by our Managing Director and will be reviewed regularly.

John O'Brien
Managing Director Milexia UK



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