



Modern Slavery Statement

Reviewed: November 2025

Next review due: November 2028

Purpose

Modern slavery prevents its victims from thriving and Better Connect wants to do what we can to help tackle this issue. We are not required by law to publish a Modern Slavery Statement because our turnover does not meet the threshold set by Government. This statement sets out what we voluntarily do to help combat modern slavery.

Our Practice

The way that we work is determined by our policies and our culture. We are fully committed to maintaining a workplace that supports equity, diversity and inclusion, that is free from discrimination and welcomes thoughts and opinions from different viewpoints. We want every member of the team to feel able to speak up about any wrongdoing without risk to themselves. This is supported by key policies, such as our Equity, Diversity, Inclusion and Belonging Policy, and our Whistleblowing Policy.

When recruiting new members of the team we ensure all successful applicants evidence their right to work in the UK, as set out in our Recruitment Policy. We check that the bank accounts into which we have been asked to pay salaries are in the name of the employee. If in a different name, we investigate further to check that we are not paying a gang master.

Our culture is one of support which places importance on the wellbeing of every member of the team. This is supported by the policies and the processes that underpin all that we do. Line Managers have regular contact with their team, and make a point of in-person meetings to get a feel for how the individual is really doing. We acknowledge that it is easier for someone to mask their situation on phone calls and video calls, so this practice helps managers to spot signs that might be indicative of abuse or coercion. This support is explained in key policies, such as the Talent Development Policy, and the Wellbeing Policy.

We do not enter into business with any organisation which knowingly supports or is involved in slavery, servitude or forced labour.

Our Supply Chain

The nature of our business is such that our supply chain is relatively small. We endeavour to make ethical and sustainable choices when purchasing goods and services. Procurement of contracts has

as much focus on the values of the potential suppliers as it does on the value for money that their goods or service can offer.

We often contract with organisations that like us are not required to publish a Modern Slavery Statement, which is where the emphasis on values and reputation plays a role in our decision making.

We are committed to developing a supplier framework and documentation that better enables us to understand key elements of our supply chain and assess their fit with our values and policies. This will include their position on modern slavery.

Training

Every member of our team undertakes regular Modern Slavery training so that we know the signs to look out for and what to do if we have concerns.