

## **Sepura PLC Anti-Slavery and Human Trafficking Statement**

### **Introduction**

This statement sets out the actions of Sepura PLC to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. We aim to ensure that our business operates in an open and transparent way and our approach to tackling modern slavery throughout our supply chains is consistent with our obligations under the Modern Slavery Act 2015.

### **Organisational Structure**

This statement covers the activities of Sepura PLC who design, manufacture and supply digital radio products, systems and applications for mission critical communications. Founded in the UK in 2002, we operate throughout the world with a network of regional partners who sell and provide local support for our products. We have offices in the Americas, Asia Pacific and EMEA. Sepura PLC owns Teltronic S.A.U., the Spanish Professional Mobile Radio (PMR) company.

### **Our Supply Chain**

Sepura PLC's principal services are designing, manufacturing and supplying digital radio products. Our Supplier Selection and Approval Policy has been updated and details how we manage our supply chain and how all of our suppliers go through approval processes to ensure compliance.

### **Responsibility**

The Group Chief Operating Officer has responsibility for the implementation of the Group's anti-slavery initiatives and on-going review of our approaches.

### **Actions taken to safeguard against on Slavery and Human Trafficking**

#### **Health and Wellbeing Policy**

Sepura PLC has a responsibility to ensure that working conditions and all work activities and locations are free from avoidable risk to the health of our employees. This policy is designed to ensure compliance with the Equality Act 2010 (EqA 2010), the EHRC Employment Statutory Code of Practice (EHRC Code), the Protection from Harassment Act 1997 and the Modern Slavery Act 2015.

We recognise the benefits of good health and will:

- monitor and prevent the occurrence of any work-related disease
- provide working conditions which are healthy and comfortable
- encourage a culture where managers take an active interest in the health and well-being of their staff
- seek the early identification and management of work-related ill health
- enable employees are able to raise, discuss and resolve individual work related ill health issues through the involvement of and consultation with an occupational health provider

#### **Equal opportunities and Dignity at Work Policy**

Sepura PLC will take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and that is free from harassment.

We will not condone or tolerate any form of harassment, whether engaged in by employees or by outside third parties who do business with the Company, such as clients, customers, contractors and

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suppliers. The Company will take appropriate action against any third parties who are found to have committed an act of improper or unlawful harassment against its employees, including slavery or human trafficking.

### **Supplier Assessments**

We will carry out individual supplier assessments to procure adherence to satisfactory working conditions prior to entering into contractual commitments. Each supplier is assessed to ensure adherence to the Modern Slavery Act 2015 as part of our Supplier Visit Assessment Reports and Supplier Qualification Questionnaires.

### **Recruitment**

We will undertake relevant pre-employment checks prior to staff being employed and will carry out fair and transparent recruitment processes..

### **Safeguarding**

We remain committed to the highest standards of quality, openness and accountability and as part of this commitment provide a confidential reporting process for employees to report serious concerns about any aspect of our work which includes abuse or neglect of vulnerable people. We encourage the reporting of any wrongdoing through internal and external whistleblowing procedures and will protect whistleblowers.

### **Statement Approval**

This statement has been approved by the Board of Sepura PLC who will ensure it is reviewed and updated annually.



David Barrass, Interim Chief Executive Officer

19<sup>th</sup> December 2016

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