

The Tampnet Group's Modern Slavery Statement

This statement has been prepared for Tampnet UK Ltd and Tampnet AS. It is made pursuant to UK Modern Slavery Act 2015 and sets out the steps that Tampnet has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Tampnet has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. The Tampnet group recognizes its responsibility to contribute to the global efforts to combat modern slavery.

Our business

Tampnet is a privately owned international telecommunications provider operating currently principally in Europe and in the US. The Tampnet group business consists principally of building and operating telecommunication networks and providing telecommunication services to its clients through these networks.

Our policies

As stated in the Tampnet group's code of conduct, we are committed to respect all internationally recognised human rights and we will conduct our business consistent with the United Nations Guiding Principles on Business and Human Rights. The general expectation is for suppliers and business partners to comply with applicable laws, respect internationally recognised human rights, including the right to freedom from slavery, human trafficking, servitude, or forced labour, and the Tampnet group's ethical requirements, when working for or together with us.

Our suppliers

Tampnet operates a supply chain policy, pursuant to which we conduct a vetting of all suppliers before allowing them to become an approved supplier. Where appropriate, we also conduct on-site audits which include a review of the supplier's working conditions. Our internal processes and governing documents have as a requirement that our suppliers shall respect and commit to implement Tampnet's Code of Conduct or alternatively an internationally recognized standard within the areas of human rights, anti-corruption, environment and labour, such as, but not limited to, the United Nations Global Compact Principals. The Supplier shall require the Supplier Group and all sub-suppliers and sub-contractors to implement similar rules and as appropriate pass on such requirements to their sub-suppliers and sub-contractors and so on.

Training

We regularly conduct training for our employees so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

This statement has been approved by the Board of Directors.

Signed:

Rob Oser - Q&A

Stewart 30/09/19