



Aerial Direct Statement on the Modern Slavery Act 2015

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Aerial Direct Limited's modern slavery and human trafficking statement for the financial year commencing 1 September 2024 and ending 30 September 2025.

Aerial Direct Limited provides mobile, hosted and fixed communication services to businesses and consumers. Aerial Direct serves in excess of 125,000 customers, employing approximately 262 employees within an independent customer facing location, whilst also having a remote facility to support businesses at their location.

Aerial Direct sees the responsibilities surrounding this Act as an opportunity to align further to our company values. Although we only use a small volume of suppliers, they are UK based and not in industries exposed to slavery or human trafficking. This statement provides insight and transparency to our standards, explicitly concentrating on Aerial Directs compliance with the Modern Slavery Act and the commitment to prohibiting any form of forced labour or slavery throughout the business and any supply chain.

The following steps give clarity in our commitment:

- I. Pre-qualifying potential suppliers, ensuring compliance meeting standards of our own code of conduct, equality and diversity policies. This enables Aerial Direct to evaluate supplier's suitability to provide goods and services to us prior to any commitments.
- II. Communicating its ethical statement, which explicitly prohibits forced labour of any form, slavery, bonded or involuntary prison labour, to all potential and existing suppliers, requiring acceptance of this compliance within their organisation.
- III. Incorporating the Modern Slavery Act 2015 within Aerial Directs core values, raising awareness for antislavery and discrimination during training and development for its employees and suppliers where applicable.
- IV. Ensuring our whistleblowing policy is present at the forefront of all employees minds, whether their role within the organisation entails negotiating with suppliers or providing customers with communication solutions. We actively encourage employees to report any incidents of unethical practices, which includes notifying the Head of Compliance if they become aware of any modern slavery practices within the business or supply chain.

Aerial Direct has continual review to all policies and procedures where required, or annually in an effort to go beyond minimum environmental and social requirements to ensure great standards in everything we do and our supply chains alike.

Jason Phillips

Jason Phillips
Chief Operating Officer
For and on behalf of Aerial Direct LIMITED