



## Liquid Telecommunications Limited Modern Slavery Act Statement

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This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") and constitutes Liquid Telecommunications Limited's (the "Company") slavery and human trafficking statement for the financial year ended 28 February 2019.

### Our structure

Liquid Telecommunications Limited is the UK subsidiary of Liquid Telecommunications Holdings Limited, which has operations in Mauritius, Botswana, DRC, Kenya, Lesotho, Rwanda, South Africa, Tanzania, Uganda, Zambia, Zimbabwe, UAE and UK (the "Group").

### Our business

Liquid Telecom is a leading communications solutions provider operating primarily in East, Central and Southern Africa that serves mobile operators, carriers, enterprise, media and content companies and retail customers with high-speed, reliable connectivity, hosting and co-location and digital services. The Group provides services in four segments: Wholesale voice, Wholesale data, Enterprise and Retail.

### Our policies

We are committed to ensuring, so far as we are able, that there is no slavery or human trafficking in our supply chains or in any part of our business. The Group does not knowingly support and/or do business with any suppliers who are involved in slavery.

### Employees

The Company currently employs 89 employees. All employees (and third parties who provide services on the Group's behalf) are required to comply with the Group's Code of Conduct, which was approved by the Board in 2019. Our Code of Conduct sets out the standards of behaviour we expect of all employees in delivering the Group's commitment to sound and ethical business conduct throughout our organisation. Respecting human rights is important as we value the safety, dignity and wellbeing of our staff and those who support our business. We will not employ persons under 16 years old, or less than the local minimum employment age, whichever is the higher. Through our whistleblower system operated by an independent third party, employees are actively encouraged to speak out if they see any human rights violation.

### Suppliers

Our supply chains include suppliers of raw materials and components, sub-contractors, and providers of various services.

Each of the Group's subsidiaries, including the Company, are responsible for undertaking appropriate due diligence on their respective suppliers and ensuring that they only do business with suppliers who meet the Group's high ethical standards. Suppliers identified as operating in potential high risk areas are subject to enhanced due diligence requirements in certain circumstances.

Suppliers are requested to share our Code of Conduct with their own employees, partners, sub- contractors and suppliers involved in the supply of goods or services to the Company, and to require adherence to our code.

### **Whistleblowing**

Employees, customers, suppliers or other third parties who become aware of any issue which may breach the Group's Code of Conduct are encouraged to raise the matter with the Liquid Telecom relevant Operation within country, his/her line manager, Group Internal Audit or to report the matter using the Group's confidential ethics reporting line.

This statement was approved by the Board of Liquid Telecommunications Limited and signed on its behalf on 29 March 2019 by:



Nic Rudnick – Group CEO