



## Modern Slavery and Human Trafficking Statement

This statement shall detail the steps our organisation has taken during the previous financial year to ensure that slavery and human trafficking is not taking place within our supply chain or within our own business.

### Our Business

Convergence Group was formed in 2004 to address the rapidly growing IP and network requirements of national and international business organisations. Convergence Group, focusses on the design of scalable, cost effective, flexible and integrated network access solutions. In 2021, Convergence Group acquired LAN3 Ltd and AIT Partnership Group Ltd to support its continued commitment to business expansion and driving forward Convergence Groups growth strategy in the UK.

### Our Policies on Slavery and Human Trafficking

Convergence Group and its subsidiaries are committed to ensuring that there is no modern slavery or human trafficking taking place in our supply chain or in any part of our business. We strongly support the government's objectives to prevent modern slavery and human trafficking. We seek to only use suppliers once we are satisfied that they meet our required standards as determined through our supplier onboarding process. We also maintain a whistleblowing policy to ensure that those working on our behalf are able to identify and communicate potential instances of non-compliance. Additionally, we require all employees to review and conform to our Code of Conduct which outlines expected behaviours and ethical standards within our organisation.

### Our Supply Chains and Due Diligence

Over the last 21 years we have developed strong relationships with our supply chain and we continue to build and develop new and existing relationships to our mutual benefit. Whilst we can confirm that there is no modern slavery or human trafficking taking place in our organisation, we have identified that the greatest risk of slavery and human trafficking taking place lies in our supply chain. We therefore operate a supplier onboarding process which requires new and potential suppliers to complete our Supplier Evaluation Questionnaire (F33). We take this opportunity to ask our potential suppliers to provide us with the details of their own policy, if they have one, which helps us to establish their compliance in respect of this matter thus minimising the risk of slavery or human trafficking occurring within our supply chain. We also require suppliers to review and confirm adherence with our Supplier Code of Conduct which sets out the our expected behaviours and ethical standards for any third parties that we work with. Furthermore, we include provisions regarding compliance with modern slavery legislation within our standard terms and conditions.

### Awareness

This modern slavery and human trafficking statement is published on our company website at [www.convergencegroup.co.uk](http://www.convergencegroup.co.uk) and therefore accessible by all interested parties. All Convergence Group employees are required to read and accept this statement and complete a supporting training module via our Learning Management System.

Signed:   
Neal Harrison  
Executive Chairman

Date: 30/04/2025