

Unify Enterprise Communications Limited
Modern Slavery Act 2015 - Statement for the financial year 1 October 2015 to 30 September 2016

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Unify Enterprise Communications Limited ("Unify") has taken to prevent slavery and human trafficking in its supply chain and any part of its business.

This statement is made in respect of the financial year 1 October 2015 to 30 September 2016.

Supply Chain Overview

Unify's supply chain exists to support the sale of telecommunications hardware, software and services by Unify to its customers, as well as the operation of its day to day business operations. To achieve this, Unify procures various hardware and software components and services from suppliers located in the United Kingdom and the rest of Europe, Israel and the United States of America.

Hardware and software components

Unify procures various different hardware components including IT and networking products such as servers, routers, switches, uninterruptable power supplies and telecommunications equipment including handsets and headsets.

Services

In addition, Unify procures various services to support its business including:

- professional services to enable us to gather customer requirements prior to the installation of Unify systems into customer premises;
- project management services to assist with the installation, commissioning and maintenance of Unify systems at customer premises along with project advisory services;
- public network telephony, networking and data services;
- logistics services (for example, couriers and warehousing); and
- facilities services to provide corporate support to Unify.

Supply Chain Controls

Unify has taken the following steps to ensure compliance with the Modern Slavery Act throughout its business and supply chain during the period 1 October 2015 to 30 September 2016:

- Unify has reviewed its existing supplier Code of Conduct, which all suppliers are required to confirm their adherence to, when each supplier is accepted as a new supplier of Unify. The Code of Conduct defines the basic requirements placed on suppliers of goods and services to Unify and sets out the responsibilities that each supplier must comply with in respect of stakeholders and the environment. Following its review, a number of changes are being made to strengthen the Code of Conduct to ensure that Unify's supply chain is operating in compliance with the Modern Slavery Act;
- Unify has reviewed its existing due diligence process for prospective suppliers. This process includes carrying out an audit of the supplier's business to assess the supplier against various criteria to obtain a risk assessment score. Suppliers with a higher score are subject to further audits and more regular scrutiny by Unify during its supplier relationship to ensure that such risks do not develop to negatively affect the supply chain. Having reviewed the existing due diligence process, changes have been made to the audit criteria to include the prevention of modern slavery; and
- Unify has also taken the step of reviewing the existing training carried out within the business to ensure that its supply chain operates in an ethical and compliant manner. This has identified training requirements that are being addressed and training on the prevention of modern slavery shall be delivered to critical departments, such as Procurement and Legal. It

is anticipated that further training and information will be cascaded to reach the wider business.

Unify acknowledges that the controls put in place to manage the risk posed from modern slavery require regular review. As such, Unify will continue to evaluate the effectiveness of these measures to ensure that the risk of modern slavery in the Unify supply chain is mitigated.

Approved by the Board and signed on its behalf by:



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Trevor Connell
Director, Unify Enterprise Communications Limited
March 2017