

AST Networks Modern Slavery and Human Trafficking **Statement 2024**

Financial year ending 30th April 2024

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It outlines the steps taken by AST Networks during the financial year ending 30th April 2024 to prevent modern slavery and human trafficking in our business operations and supply chains.

Our Commitment

Modern slavery is a crime and a violation of fundamental human rights. AST Networks has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships. We implement and enforce effective systems and controls to ensure that modern slavery is not taking place anywhere in our business and that our expectations are made clear throughout our supply chain.

Our Business and Supply Chains

AST Networks is a global provider of network infrastructure services, headquartered in the United Kingdom. Our operations span across various countries and we have additional offices in the United States of America, United Kingdom, Singapore, and Australia. We partner with a range of suppliers providing finished goods and services integral to our business. We do not handle or procure raw materials or commodities.

Policies and Governance

Our Modern Slavery Policy applies to all individuals working for AST Networks, including employees, contractors, suppliers, and business partners. The senior management team has overall responsibility for ensuring compliance with this policy.

We have established robust mechanisms to monitor and enforce this policy, and seek to have:

- Clear reporting channels for concerns related to modern slavery, supported by our whistleblowing policy.
- Regular audits of internal policies and processes to ensure effectiveness in countering modern slavery.
- Procurement of goods using purchase orders on approved suppliers via a dedicated ERP system.
- A dedicated role for governance, risk, and compliance activities.
- Compliance with all laws and regulations in the countries in which we operate.

During this financial year we have had zero (0) reports of modern slavery concerns.

Risk Assessment and Due Diligence

During the financial year, we undertook the following measures to assess and manage modern slavery risks:

- Performed due diligence desktop audits on our top 10 to ensure a statement of modern slavery was published by them.
- AST Networks believes that identification of risk through observation is essential. Our supply chain teams periodically visit the factories/offices of many of our suppliers.
- Procured the vast majority of products and services from renowned organizations that are well respected in our industry.

Training and Awareness

To ensure all employees are aware of the risks and signs of modern slavery, we provided the following:

- Updated our code of ethics.
- Induction training for new employees.

- Implemented an online method of ensuring this code of ethics is available to all UK based staff with confirmation that they have read and understood the code of ethics .

Continuous Improvement

We are committed to continuously improving our efforts to combat modern slavery. This includes:

- Regularly reviewing and updating our Modern Slavery Policy and Code of Ethics.
- Engaging with stakeholders as appropriate.

Conclusion

AST Networks remains steadfast in our commitment to preventing modern slavery and human trafficking in all aspects of our business. We will continue to strengthen our policies, practices, and partnerships to ensure a transparent, ethical, and humane supply chain.

This statement is approved by the Group CFO of AST Networks on behalf of the Board of Directors:



Alastair Scott, Chief Financial Officer.

Date: 4th July 2024