

# Anti-slavery and human trafficking statement

## Introduction from Managing Director of Cellnex UK

Cellnex UK is committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain, and we impose the same high standards on our suppliers.

*Modern slavery and human trafficking are unacceptable. We have zero-tolerance within our organisation and supply chain and in our relationships with our customers. We are committed to ensuring that such activity has no place in our industry both now and in the future.*

*David Crawford*

Cellnex UK and its subsidiary UK companies are part of Cellnex Telecom, one of Europe's leading wireless telecommunications and broadcasting infrastructures operators. It provides services in Austria, Denmark, France, Ireland, Italy, Netherlands, Poland, Portugal, Spain, Sweden, Switzerland and the United Kingdom. To develop our network and provide infrastructure for wireless telecommunications, we work with a range of suppliers.

## Our Policies

As part of our commitment to combating modern slavery, we have implemented the following policies:

Human Rights Policy, Code of Ethics Policy, Procedure for the Prevention of Corruption, Corporate Responsibility Policy, Diversity Equity and Inclusion Policy, each of which can be found on our [Website](#).

We also operate a global Ethical Channel for whistle-blowers to deal with concerns swiftly and accordingly.

## Our Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we require our suppliers to uphold the same commitments and values, are aware of our policies, and adhere to the same high standards. Our contracts will require compliance with all applicable laws and will, in some cases, include express provisions on anti-slavery and human trafficking.

## Effectiveness

Cellnex UK seeks to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. We aim to do this by continuously evolving the way in which we seek to identify and mitigate risks in our working relationships with third parties and assess risks within our organisation.

## Staff Training

We aim to educate all our staff to recognise modern slavery and human trafficking risks in our business and supply chains. This is achieved through training and encouraging employees to identify and report any suspected acts of slavery and human trafficking.

### **Further actions and sign-off**

Following a review of our actions this financial year, we intend to have a more open dialogue with our suppliers to prevent slavery or human trafficking from occurring in our business or supply chains. This activity will include mandatory questionnaires for all medium and high-risk suppliers, continue to promote a culture where individuals feel free to speak up and ask questions, raise concerns, and continuously monitor potential risk areas.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Cellnex UK's slavery and human trafficking statement for the financial year commencing 2020/2021.

This statement was approved by the Managing Director on 10<sup>th</sup> September 2021



Signature:

**David Crawford**

Cellnex UK

Date: 10<sup>th</sup> September 2021