

Modern Slavery and Human Trafficking Statement

This statement shall detail the steps our organisation has taken during the 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.

Our Policies on Slavery and Human Trafficking

Convergence Group is 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.

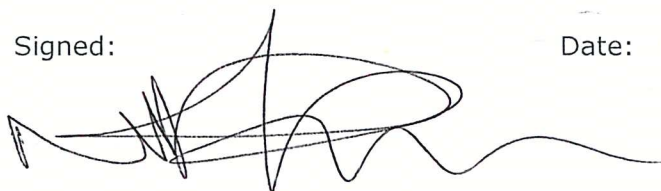
Our Supply Chains and Due Diligence

Over the last 16 years we have developed strong relationships with some of our suppliers 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.

Awareness

This modern slavery and human trafficking statement is published on our company website at 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 annually via our Learning Management System.

Signed:



Neal Harrison
Managing Director

Date: 13th March 2020