



Modern Slavery Statement for PlanNet 21 Communications Limited

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps PlanNet 21 Communications has taken during the financial year ending 30th September 2023 to ensure that modern slavery and human trafficking are not occurring in our business or supply chains.

Our Business

PlanNet 21 Communications is a leading information and communications technology (ICT) company providing software solutions, hardware products, and IT services. PlanNet 21 Communications is incorporated in Ireland and has subsidiaries both nationally and internationally that supply goods and services both in Ireland and abroad, including the United Kingdom. PlanNet 21 Communications is subject to the Act as it has UK and Irish subsidiaries providing goods within the UK and has an annual global turnover in excess of £36m. As best practice and to show the Company's commitment to tackling modern slavery, the requirements of the Act will be implemented across the entire organisation and not just the subsidiaries that are affected by the Act.

Our Policies on Modern Slavery and Human Trafficking

PlanNet 21 Communications is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

Due Diligence Processes

We have established processes to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. This includes:

- Mandatory training for all employees on identifying and addressing modern slavery and human trafficking.
- Specialized training for those in roles with direct responsibility for supply chain management.

Measuring Effectiveness

We use the following key performance indicators (KPIs) to measure the effectiveness of our anti-slavery initiatives:

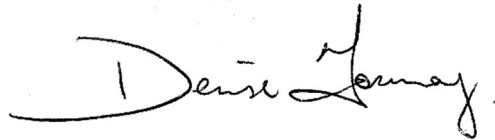
- Number of audits conducted and findings of non-compliance.
- Reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Remedial actions taken in response to incidents of non-compliance.

Our Commitment

PlanNet 21 Communications is committed to continuously improving our practices to combat slavery and human trafficking. We will review and update our policies and processes annually to ensure their effectiveness and alignment with best practices.

This statement has been approved by the Board of Directors and is signed by:

Denise Tormey
Co-Founder & Director



30th September 2023