Modern Slavery Act – Policy and Statement

FourNet recognises its responsibility to support, promote and protect human rights principals in all that we do. We seek to operate in accordance with the Modern Slavery Act 2015;

This policy is made pursuant to the above and sets out the steps FourNet has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our Business

FourNet is a Cloud and Managed Services company who work closely with our clients to enable digital transformation across their organisation and improving their customers experience through the relevant and innovative use of technology and intelligent services.

Our Commitment

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. is a crime and a violation of fundamental human rights. All types of modern slavery have in common the deprivation of a person’s liberty by another to explicit them for personal or commercial gain. Fournet has a zero-tolerance approach and committed to acting ethically and with integrity in all our business dealings and relationships and to ensure modern slavery is not taking place anywhere in our business, or any of our supply chains.

We operate a number of internal policies which ensure that we are conducting business in an ethical and transparent manner. These include:

Recruitment - We operate a robust recruitment policy, including conducting eligibility to work in the United Kingdom checks for all directly employed staff. Agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will.

Equal Opportunities - We have a range of controls to protect staff from poor treatment and/or exploitation, which complies with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and fair access to training and development opportunities.

Safeguarding - We adhere to the principles inherent within both our safeguarding children and adults’ policies and provide clear guidance so that our employees are clear on how to raise safeguarding concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain.

Anti-Bribery - We operate a robust anti-bribery policy so that our employees understand what is expected of them and have clear guidelines on working with customers and suppliers.

Whistleblowing - We operate a whistleblowing/raising concerns policy so that everyone in our employment knows that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals, and the various ways in which they can raise their concerns.

Supply Chain - We regularly review and evaluate our relationships with our suppliers and partners to ensure that they do not violate any of our minimum requirements. We are committed to ensuring there is transparency in our own business and in our approach to tacking modern slavery throughout our business relationships.

FourNet’s Board of Directors and Senior Leadership Team have ownership and overall responsibility for ensuring the policy complies with our legal and ethical obligations, and that all of the people comply with it.

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Stephanie Whittaker

Head of People & Talent