

## MODERN SLAVERY STATEMENT

### *Policy statement*

Metaswitch Networks Ltd and its subsidiary companies (together "Metaswitch") is committed to ensure that there are no instances of modern slavery or human trafficking occurring within its own business or that of its supply chains.

### *Metaswitch's business model*

Metaswitch's own employees are very largely highly qualified individuals, who join the company following rigorous selection processes which are conducted by or visible to senior management. As such the company considers that the demographic from which it recruits and the recruitment processes it adopts mean that it has a very low risk of engaging employees in breach of modern slavery or human trafficking obligations.

### *Contractors and supply chain*

The majority of Metaswitch's business consists of products and services which it creates and delivers directly. However, it has a small number of organisations from whom it purchases goods or services, and others through which it supplies its own products and services. Metaswitch is commencing a process of auditing its supply chain and distribution / channel partners to ensure that their processes for ensuring that they have no involvement with modern slavery or human trafficking are appropriate and robust, both within their organisations and their own supply chains.

### *Training*

Metaswitch provides appropriate training to those personnel responsible for conducting audits of third parties with whom Metaswitch does business. It is anticipated that training may be extended to other personnel in future.

### *Review*

This policy statement and the actions it requires will be reviewed annually and published.

This policy has been approved and adopted by the board of directors of Metaswitch Networks Limited.

Signed.....

Dated *26 July 2021*

**Benjamin Orndorff**

**Director – Metaswitch Networks Limited**