Firstcom Europe Anti-slavery and human trafficking statement

Introduction

Firstcom Europe offers a range of business communications solutions for businesses of all sizes. It is a reseller of software and communications hardware as well as a company that has developed its own unified communications product.

Firstcom Europe is committed to providing services to its customers without causing harm to others. In so doing, Firstcom Europe is committed to supporting the UK Government Action Plan to implement the UN Guiding Principles on Business and Human Rights.

This statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015, by informing our employees, suppliers, other third-party partners and customers about Firstcom Europe and its statement with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

Staff are introduced to the subject of modern slavery during their induction to the company and with regular reminders as to where to access this policy.

Firstcom Europe considers that its customer spend through its supply agreements warrants a statement on the risks inherent in its supply chains and the steps we are taking to address them, in line with Firstcom Europe practices in sustainable and responsible procurement.

Our categories

Firstcom Europe supply chains mainly fall under three categories, which are:

- Labour
- Sub-contractors
- Suppliers of equipment and services

Suppliers

Before appointing new suppliers, labour or subcontractors, Firstcom Europe ensures that the standards below are met and requests organizations to provide their policies in relation to modern slavery.

Firstcom Europe purchases handsets, routers, servers and accessories required to provide telecommunications services, only from respected companies who have shown a commitment to avoiding modern slavery in the running of their businesses.

Firstcom Europe is committed to the following principles for its own business and those of its sub-contractors and suppliers:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided, and
9. No harsh or inhumane treatment is allowed

Our plans for the future

Firstcom Europe expresses its commitment to the abolition of modern slavery, human trafficking, forced and bonded labour and labour rights violations.

This statement has been approved and published by Firstcom Europe management and will be reviewed at least once annually.