Wireless Logic Group

Modern Slavery and Human Trafficking Statement

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The Company

This statement applies to Wireless Logic Group Limited, and the information included in the statement refers to the financial year ending April 2024.

Wireless Logic is owned and managed in conjunction with Montagu Private Equity. With solid financial backing, Wireless Logic has a strong market share, within a high growth market.

What we do

Wireless Logic is Europe's leading independent M2M and IoT managed services provider, we work with over 1,000 application providers, systems integrators and enterprises delivering a range of services including management and monitoring software platforms, a cloud-based private network infrastructure as well as specialist mobile, satellite, fixed line and low power radio connectivity.

All services operate across a single unified technology platform and are designed to meet the specific needs of connected assets within the global markets of Machine to Machine (M2M) and the Internet of Things (IoT). Continuous investment in technology enables us to provide an increasing range of value-added products which include specialist mapping from Google and HERE, device management platforms, security encryption services and end-to-end managed hardware solutions.

Wireless Logic works with hundreds of vertical applications which include asset and vehicle tracking, telematics, metering, security, electronic payment, m-healthcare and a range of enterprise solutions. Connected devices through Wireless Logic exceed 2.2 million SIM subscriptions with over 30 European mobile and satellite networks. The breadth of connectivity options gives customers an unrivalled choice across Europe but with a global reach.

The Board of Directors Leading the Business

- Oliver Tucker, Group Chief Executive Officer/Founder
- Richard Miller, Group Chief Finance Officer

Departments

- Group Management
- UK Sales and Administration
- Europe Sales and Administration
- Group Technology and Operations
- Group Network Design, Innovation and Product Development
- Group Finance and HR

The labour supplied to Wireless Logic and its acquisitions in the undertaking of its operation is carried out in the the below Countries:

1. United Kingdom
2. China
3. France
4. Germany
5. Spain
6. Nordics
7. Netherlands
8. Singapore
9. Italy

Definitions

Wireless Logic considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

Wireless Logic acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Wireless Logic understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Wireless Logic does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Wireless Logic in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Wireless Logic strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, China, France, Germany, Spain, Nordics, Netherlands, Singapore and Italy.

Acquisition of Businesses in the UK and Europe

Wireless Logic has acquired and will continue to acquire businesses as it expands over the coming years. As a result of this growth plan the Board of Directors will conduct relevant due diligence before acquiring businesses under their Group.

Suppliers

In order to fulfil its activities, the supply chains of Wireless Logic include those related to technology providers in the following Countries: UK; Germany; France and Spain. These suppliers are recorded within our in-house Sage system.

Potential Exposure

In general, Wireless Logic considers its exposure to slavery/human trafficking to be relatively low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Wireless Logic has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Wireless Logic has taken the following steps to ensure that modern slavery is not taking place:

- measures in place to identify and assess the potential risks in its supply chains
- any actions taken to embed a zero-tolerance policy towards modern slavery

Slavery Compliance Officer

Wireless Logic has appointed its Chief Executive Officer as the Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Wireless Logic's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed annually. Further details can be found on our website page https://www.wirelesslogic.com/anti-slavery-and-human-trafficking-statement/

Signed by: Richard Miller, Group CFO

Date of approval: 28 June 2023