

# Modern Slavery Act Statement

The Mayflex Group is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain and our products. We realise that slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking, and workplace abuse. From this point onwards we will use the expression “slavery and human trafficking” to encompass these various forms of coerced labour.

Our commitment to human rights is set up in our CSR policy as well as in our **Code of Conduct**.

This statement refers to the actions being undertaken during the Financial Year 2023 (01/01/2023-31/12/2023) and reiterates the Mayflex Group’s commitment to the above principles and our perseverance in performing actions and activities aimed at reducing any potential modern slavery and human trafficking risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business and our supply chain.

## + Our business

Mayflex Holdings Limited (Mayflex) leads the way in the distribution of Converged IP Solutions. We use our specialist knowledge and experience to bring together best in class solutions covering, Infrastructure, Networking and Electronic Security and meet the demanding needs of all types and sizes of businesses and organisations in the 21st century.

Mayflex brands:



## + Our structure

Mayflex is a Sonepar company; the highest parent of Mayflex UK Limited, Excel Networking Solutions and Mayflex Middle East & Africa (MEA).

The Group Head Office is based in the UK (Birmingham) and we have a shared office facilities in St Neots, London and Dubai, from which we serve the UK, Europe and our international customer partner regions.

## + Our supply chain

We purchase all the goods we distribute from third parties based in various countries around the world.

We are strongly committed to conducting our business in a lawful and ethical manner, including engaging with suppliers that hold the same principles.

We require manufacturing suppliers to comply with our **Supplier Code of Conduct**.

Mayflex expects all our suppliers to hold their suppliers and subcontractors to the standards and practices covered by the Supplier Code of Conduct.

All products, commercialised by Mayflex, must be manufactured in a manner that meets or exceeds our and our customer expectations as reflected in our Supplier Code of Conduct and in areas such as:

- Compliance with laws
- Human rights and in particular child labour, human trafficking and forced labour
- Fair and ethical employment practices
- Protection of the Environment as well as Health and Safety of staff, visitors and others who might be involved with business activities
- Compliance with anti-corruption laws
- Fair competition
- International trade compliance in all its aspects
- Cyber Security and Data Protection

**All together.**

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# Modern Slavery Act Statement

We partner closely with our suppliers to drive continuous improvement in workers conditions. We train our suppliers on the standards and conduct required.

## + Independent audits

With reference to our brand supply chain, we use independent auditors to audit suppliers and verify compliance. We assess all suppliers periodically to monitor continued compliance and improvement. Mayflex may terminate its relationships with any supplier that violates our Supplier Code of Conduct or does not cooperate with our auditors.

## + Whistleblowing policy

Mayflex encourages all its workers, customers, and other business partners to report any concerns related to its direct activities, or its supply chain's activities. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers, as well as members of the public, to make disclosures without fear of retaliation as articulated in our **Whistleblowing Policy**.

## + Sonepar's code of conduct

The Code of Conduct makes clear to all employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour also when operating overseas.

## + Recruitment and selection policy

Mayflex is committed to its employment practices being fair and compliant with relevant legislation. The purpose of this policy is to assist the Company in recruiting the best and most talented individuals fairly, without prejudice, and conscious or unconscious bias.

## + Recruitment of Temporary Staff Policy

Temporary staff are recruited based on their skills, qualifications, experience, potential and motivation and regardless of gender, race, ethnic origin, sexuality, religion, marital status, age or disability. Only specified and reputable employment agencies, who are obligated to follow our recruitment standards, are used to source labour.

## + Dignity at work policy

We are committed to providing a working environment that ensures that all employees are treated fairly, equally, and decently. We believe that everyone has the right to be treated with dignity and respect.

Harassment or bullying can cause fear, stress, anxiety. This can adversely affect job satisfaction and an individual's morale. Any form of harassment and bullying, within the business, is unacceptable behaviour and will not be tolerated. Offenders will be subject to disciplinary action and, where appropriate, referred to Police Authorities for investigation and prosecution.

Everyone has a personal responsibility for their own behaviour and a duty of care to treat each other with dignity and respect. This includes individuals being aware of the appropriateness of their conduct, making sure that their own behaviour does not cause offence or misunderstanding. We encourage any employee who witnesses inappropriate behaviour to report it, as soon as they are able, to their manager or via the Whistleblowing platform.

## + Due diligence

Within our Business Partners Assessment programme, we undertake careful due diligence when selecting new suppliers, and regularly review risks associated to our existing suppliers.

**All together.**

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We do so by:

- Mapping the supply chain broadly to assess product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human trafficking risks associated to each new supplier.
- Reviewing on a regular basis all aspects and risks associated to the supply chain.
- Continuously monitoring our suppliers through reputable compliance databases.
- Conducting supplier audits or assessments through third party auditors, which have a greater degree of focus on slavery and human trafficking where general risks are identified.

## + Training

Mayflex requires staff directly involved with Governance, Risk & Compliance, Finance, Procurement, Sales, and Human Resources to complete Modern Slavery awareness training.

This training covers:

- Our business's purchasing practices that influence supply chain conditions and which should be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage and the provision of products by an unrealistic deadline.
- How to assess the risk of slavery and human trafficking in relation to various aspects of the business, including available resources and support.
- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation.
- What messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies.
- What steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

## + Awareness-raising programme

As well as training staff, we raise awareness of modern slavery issues by drawing attention on our statement and explaining:

- The basic principles of the Modern Slavery Act 2015.
- How employers can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.
- What external help is available, for example through the Modern Slavery Helpline.

## + Board approval

This statement has been approved by the organisation's board of directors, who will review and update it annually.

Andrew Percival  
Managing Director  
Date: 3 August 2023