



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Slavery and Human Trafficking Statement for the Year Ended 31 December 2016

Introduction

Slavery and Human Trafficking Statement for the Year Ended 31 December 2016. This statement is made by Axians Networks Limited ("Axians") in accordance with Section 54 Part 6 of the Modern Slavery Act 2015 and covers the financial year from 1 January 2016 to 31 December 2016.

Axians will endeavor to ensure that slavery and human trafficking are not taking place within our directly employed workforce or any of our supply chain. Axians' supply chain is comprised of suppliers of direct (e.g. manufacturers) and indirect materials (e.g. professional services).

Within Axians' Business

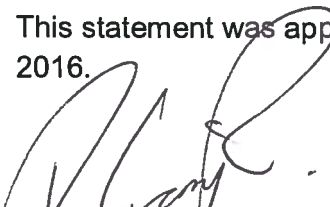
Axians' recruitment processes are transparent and reviewed regularly. Axians communicates directly with candidates to discuss job opportunities and to confirm the details of any offer made. Axians has robust procedures in place for the vetting of new employees and ensure we are able to confirm their identities and that they are paid directly into an appropriate personal bank account.

Axians has controls within their organization including a Code of Ethics and Conduct which encourages employees to report concerns to management and management are expected to act on them. This includes a whistleblowing hotline for anonymized reporting. Future steps include training of relevant employees to be alert to the risks, howsoever small, in Axians' business and supply chain.

Within Axians' Supply Chain

Axians Networks Limited is implementing processes and policies to ensure that its suppliers have taken steps to ensure that slavery and human trafficking is not taking place in any part of their business. Among these processes are a Supplier Code of Conduct which incorporates physical audits of supplier records for workers engaged on our projects to ensure that they are compliant with our requirements and expectations. Suppliers who employ or engage non-UK nationals undergo appropriate investigation to understand their recruitment methods and their management of permits and working visas.

This statement was approved by the board of directors of Axians on 20th December 2016.



Russell Crampin
Managing Director