

EE Statement on the Modern Slavery Act

EE delivers mobile and fixed communications services to consumers, businesses, government and the wholesale market. EE has approximately 14,000 employees and over 500 retail stores, serving more than 30 million customers across its mobile, fixed and wholesale businesses.

EE therefore takes its responsibilities very seriously. Its Ethical Charter which is integral to all supplier contracts, sets out overall standards and commitment towards anti-corruption, environmental protection, legal compliance and ethical conduct. These standards extend to EE's partners, suppliers and sub-contractors.

This statement provides clarity to these standards, specifically focusing on EE's compliance with the Modern Slavery Act and its commitment to prohibiting any form of forced labour or slavery throughout its supply chain.

To be able to achieve this commitment EE is undertaking the follow steps:

- 1) Pre-qualifying its suppliers, covering compliance with its Ethical Charter and equality & diversity and code of conduct policies, alongside a number of requirements around compliance and corporate responsibility. This enables EE to evaluate and keep updated a potential supplier's suitability to provide goods and services to EE.
- 2) Communicating its Ethical Charter, which clearly prohibits any form of forced labour, modern slavery, bonded or involuntary prison labour, to all of its suppliers requiring their compliance and an expectation they apply these principles throughout their sphere of responsibility.
- 3) Utilising its Ecovadis sustainability analysis tool to assess its higher risk suppliers, providing it with the tools needed to drive performance improvements throughout the supply chain in relation to fair business practices, ethics, environmental activity and labour practices.
- 4) Providing guidance and training to help develop and educate staff with the aim of embedding responsibility so that all employees know and understand EE's values, what it stands for as a business and how they can make a difference. To ensure the business is aware of supply chain practice, EE has developed a specific training course, covering corporate responsibility and sustainability to raise awareness of anti-slavery and discrimination amongst other labour issues and factors.

EE continues to review its policies and processes in an effort to go beyond basic social and environmental regulations and to ensure the highest standards in its supply chain, as expected by customers and the companies with which it works.

Signed



Olaf Swantee CEO

For and on behalf of EE Limited