

Human Rights and Modern Slavery Statement

Executive Summary

The purpose of this document is to outline Streetwave's approach to Human Rights & Modern Slavery. Streetwave adheres to the Human Rights Act 1998 & the Modern Slavery Act 2015. Details over compliance are found in the below statement.

Statement

Human Rights Act 1998 - How is Streetwave Compliant?

This act allows citizens to defend their rights in UK courts & compels public organisations to treat everyone equally, with dignity, fairness & respect.

There are twelve human rights that are particularly relevant to the workplace including:

- Freedom of association
- Right to equal pay for equal work
- Right to organise and participate in collective bargaining
- Right to equality at work
- Right to non-discrimination
- Right to just and favourable remuneration
- Abolition of slavery and forced labour
- Right to safe work environment
- Abolition of child labour
- Right to rest and leisure
- Right to work
- Right to family life

Streetwave collectively upholds these human rights respectively by:

- Streetwave does not recognise a particular Trade Union. However, all employees are entitled to participate in freedom of association and collective bargaining.
- Streetwave complies with the National Minimum Wage Act & details of Employee' salaries are included in their contracts. All of Streetwave's employees are paid above the national living wage.
- Details of statutory rights can be found in Streetwave's Company Handbook, which is communicated and made available to all staff. Streetwave is committed to upholding the requirements of the Equality Act.
- Streetwave complies with the National Minimum Wage Act & details of Employee' salaries are included in their contracts. All of Streetwave's employees are paid above the national living wage.
- Nobody at Streetwave is required to perform forced or compulsory labour – details of job descriptions and contracts are given to each employee at the start of employment. These are signed by a member of the

management team and the employee.

- Streetwave has a Health and Safety Policy which is communicated and made available to all staff. Risk assessments are carried out yearly & a Health and Safety Law poster is also displayed.
- Streetwave does not employ anyone under the age of 16 years old.
- Streetwave complies with Working Time Regulations. Details of working hours & holiday entitlement are found in employees' contracts.
- Streetwave uses the Government's 'Right to work checklist' when assessing a potential candidate's right to legally work at Streetwave.
- Streetwave's Company Handbook gives details of rights to maternity/paternity leave, mandatory holiday time & family emergencies.

Modern Slavery Act 2015 – How is Streetwave Compliant?

Modern slavery is a term which encapsulates slavery, servitude, forced or compulsory labour and human trafficking. Commercial organisations covered by the act (and with a turnover of over £36 million) are required to produce a slavery and human trafficking statement for each financial year, setting out what steps they have taken to ensure that slavery and human trafficking is not taking place in their business and supply chains.

Streetwave is not required by law to create an annual slavery and human trafficking statement. However, at Streetwave we have a zero-tolerance policy to using suppliers that engage in slavery and human trafficking practices.

If suppliers are found to be in breach of these requirements, Streetwave will swiftly switch to alternative providers. This is relevant to suppliers providing hardware, information or cloud storage services.

Declaration & Sign Off

This Human Rights & Modern Slavery Statement has been reviewed and signed off by Streetwave's board of directors.

Signed on behalf of Streetwave Ltd:

George Gibson

Operations Director

Date: 15/10/2024