netmore

Modern Slavery Statement

Document Revision History

Version	Release Date	Author	Owner	Approved
v1.0	1 April 25	Jenny Alexandra	HR	VL

Version	Notes
v1.0	Initial release

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Modern Slavery Statement

This Modern Slavery Statement relates to actions and activities during the fiscal year 1 April 2025 to 31 March 2026.

The statement sets out Netmore's IOT Solutions Ltd (Netmore) commitment to preventing slavery and human trafficking in its business activities, and the steps it has put in place with the aim of ensuring that there is no slavery or human trafficking in its business and supply chains.

Netmore has a commitment to act ethically and responsibility in all its business relationships and has zero tolerance of slavery and human trafficking. It is aware that slavery and human trafficking including servitude and forced labour exists within the UK and other economies and is a growing issue.

Organisational structure and supply chains

Netmore is a global IoT connectivity provider specialising in Low Power Wide Area Networks (LPWAN), primarily using LoRaWAN technology. Their services and solutions are designed to enable large-scale, energy-efficient IoT deployments across multiple sectors, including, but not limited to:

1. IoT Connectivity Solutions
   a. Carrier-Grade LoRaWAN Networks: Netmore builds and operates LPWAN infrastructure globally, offering reliable, long-range, low-power connectivity for IoT devices. This is ideal for applications that require extended battery life and wide coverage rather than high data throughput.
   b. Network-as-a-Service (NaaS) and Platform-as-a-Service (PaaS): Flexible models for businesses to deploy and manage IoT networks without heavy upfront investment. These services include SLA-backed connectivity and scalable network deployment options.
2. Industry-Specific Solutions
   a. Utilities: Connectivity for water, gas, electricity, and district heating systems. Solutions focus on resource efficiency, remote monitoring, and automation to reduce costs and environmental impact.
   b. Property Management: Real-time energy monitoring and smart building management systems to optimise energy use and create sustainable living environments.
   c. Smart Cities & Infrastructure: IoT solutions for urban services, transportation, and logistics, supporting digital transformation and sustainability initiatives.
3. Advanced Utility Services
   a. Through acquisitions like Arson Metering, Netmore now offers remote meter reading platforms, anomaly detection, and smart water/gas network management. These services help municipalities tackle challenges like water scarcity and leakage.
4. Global Reach and Partnerships
   a. Netmore operates in 18+ countries and collaborate with 200+ partners across the IoT ecosystem to deliver localised support and global coverage.

UK Operations

Within the wider Netmore services delivered, the UK has the following functions:

1. Network Delivery, Support & Maintenance – Responsible for the planning, identifying, acquiring, and delivering the network infrastructure through Netmore and partnerships.
2. Client Delivery & Support – Responsible for the end-to-end relationships with the clients to ensure that all commercial and contractual obligations are met and supported throughout the contractual agreement.
3. Commercials – Identifying, managing and ensuring that all contractual agreements are legally binding and compliant with all laws and regulations required under the terms of the agreement.
4. Product / Go-to-Market Readiness – Responsible for ensuring that all products delivered within the market are compliant, safe, fit-for-purpose, and commercially viable for the contracted services.
5. Procurement – Responsible for engagement of new and existing suppliers, ongoing purchasing, delivery of products and services, and end-to-end account management of suppliers providing services under the terms of Netmore's contracts.

High Risk Activities

As a business that is dependent upon the purchase of goods from its suppliers, Netmore is conscious the procurement department which is part of operations holds the highest risk of exposure to modern slavery. Netmore recognises the need to ensure its providers confirm their due diligence as to how they manage this risk. Netmore has a responsibility to continually be alert to the risk of modern slavery, however small or in whatever part of our business.

Netmore implements the following measures to ensure compliance anti-slavery initiatives:

1. Policies
   HR is responsible for ensuring the creation and review of Netmore policies. The process undertaken is to review best practice and amend to fit the evolving structure and operations of the business.
2. Risk Assessments
   Multiple personnel have the responsibility to create and undertake risk assessments within Netmore's business to ensure that it is compliant with current health and safety.
3. Netmore's procurement team undertake due diligence in relation to any known or suspected instances of modern slavery and human trafficking.

Training

To ensure there is a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, Netmore's employees are required to undertake online training on such matters during onboarding. This training is refreshed annually.

Policies

Netmore is committed to ensuring that there is no modern slavery or human trafficking in its business or our supply chains. This Statement affirms its intention to act ethically in its business relationships.

The following policies set out Netmore's approach to the identification of modern slavery risks and steps to be taken to prevent slavery and modern trafficking in its operations:

1. Whistleblowing policy – Netmore encourages all its employees, customers, and other business partners to report any concerns related to its direct activities or its supply chains

2. Code of Conduct – Netmore's written code of conduct outlines the actions and behaviours expected of its employees.

Due Diligence Processes for Slavery and Human Trafficking

Netmore undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers.

Performance Indicators

Netmore uses the following key performance indicators (KPIs) to measure how effective it is in ensuring slavery and human trafficking is not taking place in any part of its business or supply chains including:

- Employees undertaking training as they join and on a yearly refresher basis on identifying modern slavery and human trafficking.
- Employees completing, via an online provider, a Right to Work assessment
- Suppliers proving their compliance with modern slavery and human trafficking.

Netmore's Modern Slavery Statement, and its effectiveness within its business and supply chain, is annually reviewed and updated.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015("The Act") and constitutes our slavery and human trafficking statement for our financial year ending March 2026.

Signed / Dated: _____

Vadim Lyu, Managing Director