

PMS Networks Limited

Modern Slavery Statement

2026

Introduction

PMS Networks Limited (PMS) is a small company with turnover well below the level which would require compliance with the Modern Slavery Act 2015 (The Act). However, we have business relationships with major National and international companies including the retail arms of two of the biggest international car manufacturers operating in the UK and, on our supplier side, we work with major telecommunications service providers. These companies fall within the scope of The Act and need to feel confident that we are at least following the spirit of The Act while we, for our part, are keen to expand our client base into the public sector. To this end we have instigated a programme to demonstrate that we are taking all the possible steps that we can to support our business partners who do have to comply with The Act and are committed to ensuring we neither wittingly or unwittingly encourage Modern Slavery and Human Trafficking by our actions or within our supply chains.

Organisation

During the financial year 2025 PMS operated in the United Kingdom, The Channel Islands and the Republic of Ireland from its premises located in Birmingham.

Scope

This statement covers the activities of PMS Networks Ltd.

PMS Services and Supply Chain

PMS provides electronic communications services (Voice, Data and Mobile) to business customers as an approved supplier intermediary for networks services and as an approved partner for customer premises equipment supply, installation, and maintenance/support.

To provide its services, PMS purchases electronic communications services, technology services and licences and electronic communications equipment and related licences from our business partners.

With regard to the supply chain, the investment required in product development, staff training and interoperability of systems, means that the industry is considered low risk for exposure to Modern Slavery. PMS relies on the suppliers annual Statement to assess the residual risk of inadvertently supporting Modern Slavery and Human Trafficking. Where the supplier is within the scope of The Act and has produced regular annual statements, they are considered low risk. Where the supplier is outside the scope of The Act or offering supplies or services at prices significantly lower than the industry norm they are considered higher risk.

Responsibility

As a small company with limited resources, all staff are briefed and/or trained on the requirements of The Act with ultimate responsibility as follows;

- Compliance and policy – Managing Director
- Supply Chain/Procurement – Joint Managing Director and Finance Manager

Policies

PMS operates the following policies to mitigate the risks of encouraging Modern Slavery

- Personal responsibility – All staff have the responsibility of reporting any concerns about the direct activities of PMS or its Supplier/Customer partners which give rise to concerns about a risk of Modern Slavery or Human Trafficking
- Employee Policies – PMS Staff Handbook makes clear that the highest standards of behaviour and ethical conduct are expected from all staff.
- Recruitment/Agency Workers Policies – Only identified reputable agencies will be used to recruit workers
- Procurement Policies – Procurement of supplies and services will only be sourced from approved suppliers/partners. Where suspiciously low quotes are received a risk assessment will be conducted.

Due Diligence

PMS undertakes due diligence before using new suppliers and reviews its existing suppliers annually. This includes;

- Evaluating the modern slavery risks of any new higher-risk suppliers
- Reviewing engaged higher-risk suppliers regularly

Performance Indicators

PMS has evaluated all higher risk suppliers

Training

No further training was undertaken in 2023 but all staff briefed

Approval

This statement was approved by the Managing Director on 1st May 2026 and will be reviewed annually

Signed;_



Signed By Paul Timmings – Managing Director

Date 06.05.2026