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We are publishing this Modern Slavery Statement in response to The United Kingdom Modern Slavery Act of 2015. Elite is committed to combating modern slavery and human trafficking in all its forms. This statement describes Elite’s business and the measures we have taken to minimise the risk of modern slavery within our operations and supply chains. It also states unequivocally our zero tolerance to any form of modern slavery and/or human trafficking; including protecting the human rights of all who work directly and indirectly to deliver Elite’s products and services. In this statement we will use the terms “slavery and human trafficking” to encompass all prohibited forms of unlawful labour.

Business Overview

With over two decades of experience in the telecoms and hosting sector, Elite has established itself as a trusted managed services provider of cutting-edge communication, hosting and networking solutions.

As we continue to evolve in the rapidly changing service provider landscape, Elite remains dedicated to connecting people and businesses through reliable, efficient, and innovative solutions.

Our core focus includes:

- Provision of advanced telecommunication infrastructure and services
- Delivery of comprehensive network solutions for businesses

Policies

We have implemented various policies regarding working hours, child labour, discrimination, and health and safety. Our expectations in these areas are set out in our staff handbook and communicated to all staff and suppliers upon engagement.

Our culture emphasises our focus on upholding our core values, which include commitment to our employees and ethical business practices.

We adhere to current statutory employment legislation, and we ensure that any supplier or third party we work with follows the same fundamental principles.

Risks

To monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures:

- We ensure our suppliers and associated businesses have their own modern slavery statements in place. We seek only to work with suppliers who have such policies.
- We terminate our relationships with any suppliers who do not comply with our policies or who do not address noncompliance promptly.
- We ensure there are provisions relating to modern slavery in our supply contracts.

In accordance with the Modern Slavery Act 2015, we continue to assess the risk within our supply chain in the UK which includes, direct employees, labour providers, as well as 3rd party contractors and service providers.

Training

Key stakeholders within the business will receive appropriate training and have responsibility for developing and implementing company procedures relevant to the issue.

All staff are required to read and acknowledge the companies Modern Slavery Policy. This will be repeated annually to ensure all staff are aware of their responsibilities.

Supply Chain Management KPIs

- 95% of suppliers assessed for modern slavery risks.
- Annual supplier audits
- 95% of suppliers with anti-slavery policies

Internal Business Practice KPIs

- Annual review of anti-slavery policy.
- Integration of modern slavery clauses in all contracts.