

## MODERN SLAVERY ACT STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and relates to the 2019 financial year which ends on 31 December 2019.

**Masternaut's Business** Masternaut is a leading provider of fleet telematics and management solutions for corporate clients and individual customers within Europe. The Masternaut group has more than 330 employees in the EEA and has its headquarters in the UK. Masternaut's supply chains consist of global suppliers of electronics manufacturing and components, connectivity (air time), web based services (including map display and data), server environments, data, communications, research services and consultancy, telematics hardware and ancillaries, computer software and equipment and office supplies and other related goods and services.

**Masternaut's Policies** Masternaut is committed to working in a responsible way that promotes the long term interests of its customers and employees. Masternaut undertakes to employ high ethical and professional standards and to procure goods and services in an ethical manner and in compliance with local laws and regulations applicable to its business. Masternaut has a zero tolerance approach to modern slavery and human trafficking and will not knowingly conduct business with third parties that engage in such practices or allow them to be carried out within its business. Masternaut expects all those who work for and with Masternaut to adopt a zero tolerance approach to slavery and human trafficking also.

This commitment is emphasised in our employee induction programmes and company policies.

**Employees** Masternaut undertakes appropriate pre-employment checks in relation to employees in order to ensure that they have a right to work in the UK. All permanent employees are employed, and paid, directly by Masternaut and not via a third party. Masternaut has a preferred supplier list for temporary and contracted staff that it reviews annually. Temporary workers and contractual workers are engaged and paid either directly or via such preferred suppliers, with a contractual commitment from them as to the amount the workers will receive. Masternaut pays, as a minimum, the living wage.

Those within Masternaut that have recruitment responsibilities receive relevant training for their role. Masternaut's policies cover Dignity at Work, Equal Opportunities and Whistleblowing and Masternaut has a written Employee Code of Conduct.

**Supply Chain** The breadth of Masternaut's supply chain makes it challenging to be aware of all human rights issues within such chain. Whilst respecting human rights in the supply chain is

ultimately Masternaut's suppliers' responsibility, as the customer Masternaut expects parties within its supply chain to adopt suitable anti-slavery and human trafficking policies and practices.

Where Masternaut's supply agreements have been negotiated Masternaut has endeavoured to obtain contractual assurances from suppliers that they will comply in all respects with the Modern Slavery Act 2015 and that they will not do or permit any act that might constitute an offence under such Act. In such agreements Masternaut is entitled to terminate contracts where an offence has been committed under such Act.

This statement is approved by the Board and signed on its behalf  
by:

A handwritten signature in black ink, appearing to read 'Neil Smith', written over a horizontal dotted line.

**Signature of a Director**

**Masternaut Limited**

**Date:** 10/01/2019