

Slavery and Human Trafficking Statement

Cogent has a zero tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking taking place within our organisation and supply chains.

Modern slavery is a criminal offence and a violation of fundamental human rights. Modern slavery takes many forms including slavery, servitude, forced or compulsory labour and human trafficking. The common feature is the deprivation of a person's liberty with a view to exploitation.

This statement sets out the steps the Cogent group of companies has taken to prevent and eradicate modern slavery within our organisation and supply chains.

Our Policies on Slavery and Human Trafficking

Our Anti-Slavery and Human Trafficking Policy ('Anti-Slavery Policy') sets out Cogent's commitment to ensuring that there is no modern slavery within our supply chains or in any part of our business. We are satisfied that our employees are employed in accordance with the high employment standards set by UK law.

All business activities must be conducted in a manner such that the opportunity for, and incidences of, modern slavery taking place are prevented. The Purchasing Procedure set out in the Staff Handbook and the Anti-Slavery Policy ensures that we are communicating our stance on anti-slavery to our suppliers.

Modern slavery is often hidden from plain sight, and can be hard to detect. We encourage our employees to tell us confidentially about any suspicions they may have that slavery or human trafficking is taking place within our organisation or supply chains. Where any instances are highlighted, we are committed to investigating these concerns and taking appropriate action in line with our Anti-Slavery Policy.

This statement has been produced on behalf of the Cogent group of companies in relation to the financial year ending December 2017.

Signed



Joanna Woolf
Cogent CEO