

Totalmobile Annual Anti-Slavery & Human Trafficking Statement

Enabling
exceptional work,
everywhere



Totalmobile
Digital Workforce Management



Version

Version 3.0 – July 2025

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “MSA”) and constitutes the slavery and human trafficking statement of Totalmobile. It will replace any previous statement, effective upon approval by the Executive Board.

Totalmobile is committed to improving practices to combat slavery and human trafficking and are committed to ensuring that slavery and human trafficking are not taking place in its supply chain or in any parts of the business.

Organisation Structure and Supply Chain

Totalmobile is a market leader in field service and mobile workforce management technology, helping organisations deliver more service of the highest quality and at reduced cost.

The organisation has 420 employees in locations across the UK and Ireland; Totalmobile supports over 1,000 organisations and 300,000 front line workers.

Totalmobile is supported by a centralised procurement and contracting team with transactional purchasing devolved to individual departments. The company is currently implementing mechanisms for identifying risk of slavery and human trafficking within its supply chains.

Company Policy

Totalmobile is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of our business. Totalmobile’s Internal Anti-Slavery and Human Trafficking policy has been updated and approved by the Executive Board and will be communicated to key stakeholders shortly.

The updated policy reflects the commitment to act with integrity and ethically in all business relationships and to implement and enforce effective systems and controls, including in relation to combatting modern slavery and human trafficking in supply chains, whilst also ensuring employees and supply chains are fully aware of their responsibilities in relation to anti-slavery and human trafficking.

Due Diligence Processes

- Identification and training of key individuals who have authority to purchase material goods and services.
- Requirement for appropriate due diligence for new suppliers, which will include modern slavery checks.
- All employees have a contract of employment that sets out the rights and obligations arising from their employment, including the notice period needed for them to terminate the contract and leave our employment. Employees are free to serve notice at any time.
- We carry out verification of an employee's identity and ongoing right to work in the UK.
- We do not withhold any employee's identity documents or passport during their employment.

Risk Assessment and Management

Totalmobile is currently implementing mechanisms for identifying risks or potential risks of slavery and human trafficking within our supply chains.

All potential risks will be tracked until a suitable conclusion is reached or the supply chain is restructured to ensure adherence to anti-slavery and human trafficking laws.

Key Performance Indicators and Effectiveness of Policy

- A record will be kept on suspected and actual reports of policy conflict or breach; this will be used to gauge individuals understanding of the policy and their ability to report such incidents. This record will be regularly reviewed for compliance and trend analysis.
- New contracts will be reviewed to ensure customers and suppliers adhere and include statements for anti-slavery and human trafficking. This will be used to monitor the standard clauses being used in contracts and the adjustments being recommended by all parties.
- 100% of suppliers have provided evidence of their commitment to anti-slavery and human trafficking.
- Deliver an internal awareness campaign annually to all employees regarding modern slavery including how to spot the signs and how to report issues.
- Ensure that 100% of all inductions introduce employees to the topic of modern slavery.
- Ensure that 100% of employees who have roles dealing with suppliers, such as the Procurement Team receive ongoing updates and notifications regarding business & human rights, and specifically modern slavery.
- Results will be made available in the next annual statement.

Employee Training

Totalmobile's training is delivered at two different levels. At the company level, Totalmobile has developed an online training module for employees.

The objectives of these modules are to:

- Make all employees aware of the Totalmobile's position regarding human rights and inform them about the relevant policies and procedures;
- Share with them good practice examples based on our experience in this area;
- Make them think – individually and collectively – about human rights issues, challenges, and opportunities in their own work environment.

At the functional level, we are developing specific training modules for targeted departments within the company. These will aim to further than the online training, as they will focus on issues that are specific to the function, such as procurement and contract handling teams.

Once implemented, Totalmobile will be able to provide updates on the number of employees who have completed the various types of training in the next annual statement.

Signed

Phil Race

Phil Race CEO
July 2025