



## **Modern Slavery Act Statement**

We are committed to improving our practices to combat slavery and human trafficking. We recognize that slavery and human trafficking are real, yet a hidden issue in our society. We will not tolerate slavery and human trafficking in our business. We are committed to acting ethically and with integrity in all our business dealings and relationships, while implementing and enforcing effective systems and controls to ensure that no form of slavery acts occur in our business operations.

### **Overview of Lonadek's Business**

Lonadek Global Services is a multi-award-winning ISO 9001:2015 certified Engineering Technology and Information Management company that delivers value in the Energy, Power, Infrastructure, Manufacturing, Mining, Oil and Gas sectors. Lonadek offers STEM focused services through talent engagement in:

- Engineering Technology, Software Implementation & Innovation
- Training & Human Capital Initiatives
- Talent Outsourcing
- Consultancy & Local Content Advisory Services

With operations in Africa, Europe and UAE, we provide value adding services to ensure maximum customer satisfaction to our end users.

### **Relevant Policies**

We implement a number of internal policies to ensure that we conduct business in an ethical and transparent manner, namely;

- Recruitment – we implement a robust recruitment policy, including conducting “Eligibility to Work” for all employees to guard against human trafficking or coercing individuals to work against their will.
- Whistleblowing – our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.
- Health and Safety – this policy sets out our approach to ensure we provide a healthy working environment for our staff and contractors that work within our office premises or client's site.
- Employee Code of Conduct – this policy sets out our approach on how our employees comport themselves in discharge of their duties as staff of Lonadek Global Services Limited.



## Further Steps

We intend to take the following further steps to combat slavery and human trafficking;

1. Run a Risk Assessment on all new suppliers, vendors & partners using the Global Slavery Index and ask them to certify that they have taken steps to eradicate modern slavery within their own organization and supply chain.
2. Notify all existing suppliers of our expectations and their obligations in relation to the prohibition of modern slavery.
3. Incorporate anti-slavery and human trafficking obligations into procurement agreements and subcontracting arrangements on a risk-assessed basis.
4. Include appropriate measures in our due diligence processes for sourcing suppliers, subcontractors and acquisitions on a risk-assessed basis.
5. Train our employees to ensure optimal understanding of the risks of modern slavery and human trafficking.
6. Where appropriate, we will make reference to the Modern Slavery Act 2015 in our policies and procedures.

This statement is made pursuant to section 20 of the Modern Slavery Act 2015 which clearly states that **“no person shall be held in slavery or servitude and no person shall be required to perform forced labour”**, and punishable under section 360 of the Criminal Code of the Constitution of the Federal republic of Nigeria.

This constitutes the company's slavery and human trafficking statement for the current financial year.

## Reporting Concerns or Raising Issues Related to Modern Slavery

We offer multiple reporting options to our employees which grant them the opportunity to anonymously report concerns. We promote these reporting options through our internal policies, communications, and trainings. We also implement policies that prohibit retaliation for raising concerns.

## Responsibility

**It shall be the responsibility of the Quality Management System Officer on behalf of Management to evaluate this Policy Statement every quarter and suggest means of improvement where there is non-conformance.**

## Management

Date: January 12, 2022