

# Inmarsat Modern Slavery Statement

2018/19

## Introduction

This is Inmarsat plc's third statement to be published in accordance with the Modern Slavery Act 2015. Our previous statement was approved and published on 31 July 2018 and set out a summary of the initial steps that Inmarsat was taking to identify modern slavery and human trafficking within this area and seek how best to address this.

This statement seeks to outline actions and progress during financial year ended 31 December 2018.

## Structure of Organisation

Inmarsat plc is the leading provider of global mobile satellite communications services headquartered in London with over 1,900 employees. Since 1979, Inmarsat has been providing reliable voice and high-speed data communications to governments, enterprises and other organisations, with a range of services that can be used on land, at sea or in the air. Inmarsat operates around the world, with a presence in the major ports and centres of commerce on every continent. This statement is to meet the requirement for Inmarsat to comply with Section 54, Part 6 of the Modern Slavery Act 2015. Any reference to supplier data or information within this statement concerns all suppliers (direct and indirect) under the remit of the Global Procurement team.

## Policies and Practices

At Inmarsat, Corporate Social Responsibility (CSR) is built into our DNA. We were founded to provide life-saving communications services more than 40 years ago.

This is also underpinned by a number of policies:

## The Inmarsat Code of Ethics

The Inmarsat Code of Ethics sets out the principles to which all Inmarsat staff are expected to adhere and advocate in meeting these standards. This applies to Inmarsat plc and all its subsidiaries (Inmarsat) including its directors, officers and employees (Inmarsat staff).

## **Group Procurement Policy**

Since our last statement Inmarsat has launched a new Procurement Portal which enables a new way to buy across the Company. This portal guides employees to the preferred and approved suppliers we want them to use. These suppliers have agreed contractual terms in place with Inmarsat which ensures we are both clear about our obligations under the agreement including compliance with all applicable laws in particular those regarding anti-corruption, diversity, equality, employment and the environment. It also ensure that we have completed the appropriate checks on those vendors ahead of time.

## **Due Diligence**

### **Suppliers**

Inmarsat's Supply chain is made up of 2900 companies in more than 79 countries predominantly supplying goods and services typically associated with the satellite communications sector as well as a wide range of other services to support Inmarsat's global business.

### **Terms and Conditions**

During 2017 our standard terms and conditions for the purchase of Goods and Services were updated and we will progressively roll these out as to all new supplier relationships and upon current contract expiration or by mutual agreement with existing suppliers.

### **Risk Analysis and Next Steps**

Following the publication of the Modern Slavery Act, we have conducted a review of all key suppliers to identify those operating in countries of higher risk of forced labour. This initial review identified that the vast majority of Inmarsat suppliers are located in very low risk areas, with most of those working in sectors that are not considered to be high risk sectors.

Our aim is to use this information to identify and minimise the risk of forced labour in our supply chain. Our initial focus will be with those suppliers who are identified as higher risk. We are currently formulating our approach on how best to engage with these suppliers.

## **Training**

### **Whistleblowing**

Inmarsat operates a Whistleblowing scheme, allowing employees to make an anonymous and confidential concern about the actions of business partners, managers and other employees. The scheme can be used for anything of concern including corruption, human rights and other areas of concern. These are then independently investigated.

During 2018 there were 0 (zero) reports via this hotline relating to human trafficking.

## **Legal Compliance**

Inmarsat operates a mandatory Legal Compliance system. Employees are required to complete this on an annual basis. This has been extended to include more information and training on Modern Slavery and Human rights.

## **Summary**

We believe the approach we set out previously is still the right one for Inmarsat and we will continue to focus across these three areas: Education and Training, Identification of Risk and Accountability.

## **Education and Training**

Whilst it is explicit in the remit of Inmarsat's global procurement team to know and understand its supply chain and the risks associated with it, Inmarsat believes that modern slavery and its implications need to be understood throughout the business and requires its employees and management to commit to taking a proactive role in identifying it and ending it.

More training will be provided across the business to ensure modern slavery is in the consciousness of all employees.

In addition to training our own staff we will work with our suppliers to ensure they are also fully aware of the issues that may face them, sharing training material and collateral where appropriate. This particularly applies to the many SMEs that Inmarsat has business relationships with.

## **Identification of risk**

Inmarsat believes that identification of risk through both audit and observation is essential. We will ensure that this skillset is available both internally and also augmented, where necessary, by independent auditors. In areas of high risk this will involve rigorous audits of suppliers supply chains and encourage effective worker/management dialogue to provide sustainable and scalable solutions to risks.

## **Accountability**

Inmarsat will be accountable for its business relationships and will progressively work to eliminate vulnerabilities in its supply chains. Where modern slavery or other human rights abuse is identified, it will take corrective action and work together with suppliers and business partners to ensure future risk is mitigated.

This statement was approved by the Board of Inmarsat plc on 30 June 2019.



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