



Slavery and Human Trafficking statement

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Although, the likelihood of an incidence of modern slavery in our business or our supply chains is low, our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships. We aim to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Organisation structure

1&1 Internet Limited (1&1) is a web hosting company owned by United Internet, a German Internet company. Within the applications segment of the United Internet, 1&1 offer applications including domains, home pages, webhosting, servers and e-shops, Personal Information Management applications (e-mail, to-do lists, appointments and addresses), group work, online storage and office software in 10 different including Germany, Spain, UK and the United States.

The group has an annual turnover in excess of £36m.

Due diligence processes for slavery and human trafficking

As part of our responsibility to identify and mitigate risk:

- We have identified major suppliers who should be investigated and provide us with further information on their practices;
- We carry out practical processes to ensure standards are being adhered to throughout the business. These processes may also include office inspections and audits;
- We ensure local legislation and regulations are complied with;
- Where applicable, we build long standing relationships with suppliers, making clear of our behaviour expectations and we will be ensuring they acknowledge our Modern Slavery Policy;

Risk monitoring and compliance

We have a dedicated team who is responsible for ensuring that compliance with the Modern Slavery Act 2015 is adhered to. This team works closely with the board of Directors to ensure that our policies are operating effectively within the company.

Training

In order to ensure that our company is aware and has a sound understanding of the risks of slavery and human trafficking, we offer the appropriate level of training to all employees. All employees are aware of the appropriate company policies in relation to slavery and human trafficking and understand that they have a responsibility to identify any potential breaches of our Anti-slavery Policy.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

This statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis.

Signed by:



Name: Lindsay Hamilton-Reid

Title: Legal Counsel