



Metricell's Human Rights and Modern Slavery Statement

Modern Slavery Statement – V1.0



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1 Executive summary

The purpose of this document is to outline Metricell's approach to Human Rights and Modern Slavery. Metricell adheres to the following Legislation, Human Rights Act and Modern Slavery Act 2015. Details of compliance are found in the following section.

2 Statement

Legal Act/Legislation	How we are compliant
Human Rights Act http://www.legislation.gov.uk/ukpga/1998/42/introduction	<ul style="list-style-type: none">• It allows you to defend your rights in UK courts and compels public organisations (including the Government, police and local councils) to treat everyone equally, with fairness, dignity and respect. It protects all – young, old, rich and poor.• Twelve human rights are particularly relevant to the workplace. These are:<ol style="list-style-type: none">1. freedom of association2. right to equal pay for equal work3. right to organise and participate in collective bargaining4. right to equality at work5. right to non-discrimination6. right to just and favourable remuneration7. abolition of slavery and forced labour8. right to safe work environment9. abolition of child labour10. right to rest and leisure11. right to work12. right to family life✓ 1. Metricell does not recognize a particular Trade Union, but all employees are entitled to participate in collective bargaining and freedom of association✓ 2. Metricell complies with the National Minimum Wage Act, details of Employee' salaries are included in their contracts. Metricell uses Federation of Small Businesses (FSB) for matters related to employment✓ 3. Metricell does not recognize a particular Trade Union, but all employees are entitled to participate in collective bargaining✓ 4/5. Details of statutory rights are found in the Employee's Handbook, which is communicated to all staff and is available on the HR Portal Metricell has an Equal Opportunities Policy which is available on the HR Portal.✓ 6. Metricell complies with the National Minimum Wage Act, details of Employee' salaries are included in their contracts and Metricell uses Federation of Small Businesses (FSB) for matters related to employment✓ 7. Nobody at Metricell is required to perform forced or compulsory labour – details of job descriptions and contracts are given to each employee at the start of employment. Both of these are signed by manager and employee✓ 8. Metricell has a Health and Safety Policy, this is communicated to all staff and is available on the HR Portal. Risk assessments are carried out regularly Health and Safety Law Poster is displayed

Legal Act/Legislation	How we are compliant
	<ul style="list-style-type: none"> ✓ 9. Metricell does not currently employ anyone under the age of 16 years. ✓ 10. Metricell complies with Working Time Regulations – details of hrs of work etc. are found in employees' contracts ✓ 11. Metricell uses 'Right to work checklist' https://www.gov.uk/government/publications/right-to-work-checklist ✓ 12. Metricell has an Employee Handbook that gives details of maternity/paternity rights, leave of absence, family emergencies etc.
Modern Slavery Act 2015 http://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf	<p>Modern slavery is a term which encapsulates slavery, servitude, forced or compulsory labour and human trafficking.</p> <p>Commercial organisations covered by the act (and has a turnover of over £36 million) are required to produce a slavery and human trafficking statement for each financial year, setting out what steps they have taken to ensure that slavery and human trafficking is not taking place in their business and supply chains.</p>



Metricell is a software engineering company headquartered in the UK. We specialise in geospatial intelligence tools that help mobile operators automate a wide range of business processes: from Test and Measurement to Customer Experience Management. We have been responsible for a number of first-to-market products and are pioneers in the areas of Crowdsourcing and Digital Self Care.

Our technology is today in use by tens of thousands of personnel working for some of the world's largest mobile network operating groups – and millions of their subscribers. We operate a global network of regional offices from New York to Kuala Lumpur to support this international customer base.

Metricell technology solutions are characterised by their ability to Integrate, Automate, Analyse, and Optimise your network information. By doing so, we deliver substantial operational efficiencies and cost savings, as well as increased customer satisfaction and loyalty. Please contact us to find out how.

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