

Inmarsat Modern Slavery Statement

2016/17

1. Introduction

We know that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global and growing issue given the rapid rise in global migration, existing in every region in the world and in every type of economy. No sector or industry can be considered immune or untainted. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

We are proud that responsible business forms part of our core strategy and vision, and that as an organisation we are committed to minimising this risk.

2. 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.

3. 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 37 years ago.

This is also underpinned by a number of policies:

3.1. 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).

3.2. Group Procurement Policy

Group Procurement Policy has a series of master policies, including a Global Procurement policy, which are applied consistently across the business. The Procurement Policy explicitly states that any third party supplier must act ethically, fairly, consistently and comply with

current policies and standards. Standards which are included in the Supplier Code of Conduct which will soon be rolled out to all new suppliers and progressively to all existing suppliers.

4. Due Diligence

4.1. Supplier Due Diligence

Inmarsat uses a risk-based questionnaire as part of our supplier due diligence and pre-qualification process which includes questions relating to the Environment, Health and Safety, Anti-Bribery and Corruption, Prevention of Fraud and Labour Policies along with other specific category criteria, responses to which are reviewed and evaluated.

Inmarsat assesses suppliers in those areas to ensure that our suppliers mirror our values and culture in relation to these important practices.

4.2. Terms and Conditions

Inmarsat's standard contract templates include reference to supplier performance and this includes ongoing ethical standards and compliance with our policies. This ensures that any commitments made at the due diligence/pre-qualification stage are underpinned by a contractual requirement and are legally enforceable. Additional protection is provided by other contractual provisions such as the right to audit.

5. 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.

This review will be extended to the entire supply chain throughout 2017/18.

6. Training

6.1. 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.

6.2. Legal Compliance

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

7. Summary

The ongoing approach that Inmarsat will take in addressing this important issue is threefold: Education and Training, Identification of Risk; and Accountability.

7.1. 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.

We will ensure training is provided across the business through the remainder of 2017 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.

7.1.1. 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.

7.1.2. 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 4 May 2017.



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