



NEXFIBRE MODERN SLAVERY ACT STATEMENT

nexfibre maintains its commitment to respecting human rights, including the prohibition of slavery and human trafficking in its supply chains and operations. We expect any individual who has concerns about unethical behaviour across our business or operations to speak up and to do so without fear of retaliation.

Below you will find our updated 2026 Modern Slavery Act Statement in compliance with our obligations under the requirements of Section 54 of the UK Modern Slavery Act 2015.

ABOUT NEXFIBRE

nexfibre is a high quality, full-fibre wholesale network provider, operating across the UK. We are committed to delivering our network to millions of premises, using the latest XGS-PON architecture, capable of symmetrical speeds of up to 10 Gbps.

nexfibre generated annual revenue of approximately £54m in the year ended 31 December 2025.

POLICIES

Employees

We provide a workplace that is positive, creative and rewarding, giving all employees the opportunity to reach their full potential and contribute to our success. We will not tolerate harassment of any kind in our workplace. We promote an open culture, where people are encouraged to ask questions if they are unsure and to raise concerns if they believe our Code of Conduct has been violated.

Employees who become aware of or suspect any conduct that they believe violates any applicable law, rule, regulation, company policy or other provision of the Code of Conduct, are required to report such improper conduct as promptly as possible. Employees can report the matter directly to a Human Resources representative, member of the Legal team or the General Counsel.

Our Code of Conduct is designed to provide the basic principles to support our people in working to the best of their abilities, while maintaining the trust and solid reputation we have built. All employees are required to complete mandatory training on our Code of Conduct.

SUPPLY CHAIN

Supplier assessments and monitoring

We are committed to conducting business responsibly and to ensuring that modern slavery and human trafficking do not take place within our supply chains.

We expect the same high standards from our suppliers, contractors and other business partners.

As part of our onboarding process, we require our suppliers to comply with applicable laws and regulations, including those that are related to modern slavery and human trafficking.

We expect our suppliers to meet the disclosure requirements under the Act and to undertake the necessary due diligence to ensure that there is no modern slavery or human trafficking in their operations and supply chains. nexfibre expects all third parties we deal with to observe this commitment and to comply with all local laws and regulations, including in relation to modern slavery, human trafficking and anti-bribery and corruption.

Supplier corrective actions and continuous improvement

We regularly assess and monitor supply chain compliance risks to ensure our suppliers are meeting our expectations regarding ethical conduct and responsible business practices.

Where we identify potential concerns relating to compliance with our Code of Conduct or modern slavery requirements, nexfibre will seek to engage with our supplier in order to address the issue and agree appropriate corrective actions and continuously look for ways to improve safe conduct.

Training

Within the Code of Conduct, we highlight to our employees the expectations we have of our suppliers and that we take into consideration their risk and performance on environmental, social and ethical activities, including human rights and labour.

nexfibre aims to ensure an ongoing high level of understanding among its workforce of the risks of modern slavery and human trafficking in the nexfibre business. Accordingly, all employees are required to undertake Code of Conduct e-training during the year.

Approval

The Board of Directors of nexfibre Networks Limited approved this Statement and delegated authority to sign this Statement on its behalf to its General Counsel and Chief Development Officer, Giles Rowbotham, in June 2026.



Giles Rowbotham
General Counsel and Chief Development Officer
Nexfibre Networks Limited