



HEG Modern Slavery Statement

Our Business

The web has changed the world and has transformed every aspect of our society. Our role in this transformation is to enable businesses to succeed online. We focus on small, medium and enterprise businesses, providing digital products to small and enterprise businesses including domain names, email and web hosting. HEG believes that every company can benefit from harnessing the power of the internet, whoever they are and whatever their needs. HEG is now one of Europe's leading privately owned hosting providers. HEG is one of the largest domain registrars in the UK and one of the leading companies in Managed Hosting in Germany. HEG fully controls and operates 9 data centre facilities in Europe and USA, supported by over 1,300 employees.

Slavery and Human Trafficking remains an affliction on global society. To this end, HEG understands its responsibility to prevent of Modern Slavery and Human Trafficking from occurring, and we are vigilant to the risks, either within our business or supply chains.

In order to offer hosting and domain name services, we work with a range of suppliers and will be working with each to understand their individual assessments. We take seriously our responsibility to be alert and vigilant.

A key value of our company is to provide an open culture of communication, where staff feel comfortable to report any concerns that they may have. To ensure all directors, managers and staff feel at ease when dealing with any issues that may arise, a Modern Slavery policy has been developed to educate all employees.

Our Aims

HEG places importance on only working with those organisations that treat their obligations towards Modern Slavery and Human Trafficking with the same importance as HEG. This year we intend to review our suppliers, processes, policies and training materials as part of our on-going efforts to monitor and reduce risks. As stated, HEG will introduce a group-wide Anti-Slavery and Human Trafficking policy, to ensure our suppliers are aware of our policies, and adhere to the same high standards.

We will continue to invest in educating our staff to recognise risks in any of our supply chains. Through our training programmes, employees will be encouraged to identify and report any potential breaches of the organisations Anti-Slavery and Human Trafficking policy.

Furthermore, we shall develop and distribute a questionnaire to our top ten material suppliers and recruitment agencies and draft contractual clauses to embed within our mutual agreements.

Our Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes HEG's Slavery and Human Trafficking statement for the 2016/17 financial year, commencing January 2016 and ending December 2016.

Patrick Pulvermueller

Group CEO, HEG

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