



Modern Slavery Statement

HNSE incorporating Hughes Ltd, Hughes GmbH, Hughes SRL

2024: January V7

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the Hughes Network Systems Europe Ltd (Hughes Europe) slavery and human trafficking statement for the financial year to 31st December 2023. Of Hughes Europe wholly-owned subsidiaries, this statement covers the activities of Hughes Network Systems Ltd (UK), GmbH (Germany), SRL (Italy) and/or any other subsidiaries which procure goods, solutions, and services from and form part of Hughes Europe's supply chain.

Our Organisation

Hughes Network Systems Europe (Hughes Europe) is a subsidiary of the EchoStar Corporation (NASDAQ: SATS), a \$2.0 billion Organisation, with offices in the United Kingdom, Germany, and Italy. We are a leading provider of high-quality, resilient, and cost-effective broadband networks along with employee and customer facing digital media solutions. Combining the best of breed in terrestrial, wireless, mobile and satellite technologies with international delivery for multi-country requirement, Hughes Europe is uniquely positioned to meet the needs of today's distributed enterprise.

We have around 117 employees, who are based in the United Kingdom, Germany, and Italy. Our staff are directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in these countries, so our focus is to ensure there are policies and procedures in place for our contractors and suppliers.

Our Supply Chain

Hughes Europe is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking within its business and supply chains, and to acting ethically and with integrity in all its business relationships.

Hughes Europe use a wide range of vendors who supply goods for sale, provide services, support our solutions and operations.

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Geschäftsführer/Directors

Hughes Network Systems Europe Ltd.: Pradman Kaul, Dean Manson, Michael Cook and Christopher David Britton

Hughes Network Systems Ltd.: Dean Manson and Christopher David Britton

Hughes Network Systems S.r.l.: Vinod Shukla and Christopher David Britton

Hughes Network Systems GmbH: Christopher David Britton



Policies

Hughes Europe has several policies in place which aim to eliminate the risk of modern slavery in our supply chain. These include:

- **Working with Suppliers and Partners Policy** - which sets out internal requirements for buying goods and services
- **Responsible Procurement Policy** - covering issues of human rights, child and forced labour and modern slavery, which Hughes Europe suppliers are required to comply with
- **Whistleblowing Policy** - which encourages staff to report concerns including any related to modern slavery/trafficking and child or forced labour
- **Service Providers and Warehouses** – Audit that includes Modern Slavery Policy & Statement

Due Diligence

We monitor suppliers who we believe present a high risk of modern slavery in our supply chain. This include those who support the procurement of goods, services, and materials for our engineered solutions and for resale, particularly where those goods and materials are acquired from suppliers in high-risk countries.

To mitigate this risk, we use our buyer's expertise along with embracing a proactive approach by enforcing checks and controls which include the use of audits, reviews, and disclosures.

All suppliers who we class as high-risk must:

- Complete our Modern Slavery Act Due Diligence Questionnaire which covers their governance, policies, training, and supply chain management processes; and
- On an annual basis and prior to sourcing, provide full detail of the supply chains from whom they are proposing to commission goods on behalf of Hughes Europe.

A Hughes Europe team is responsible for assessing the information submitted by suppliers. Should a supplier fail to provide the information requested, or to meet Hughes Europe requirements, Hughes Europe will take appropriate action, which may include not entering into a relationship or terminating the relationship with the supplier concerned.

Training

On an ongoing basis, Hughes Europe will continue to provide advice and guidance to those teams who have direct responsibility for relevant supply chains and our Procurement team has participated in further modern slavery training. We will also be introducing a Modern Slavery Act Guidance document which will be available to staff through the Hughes Europe intranet.

Looking Ahead

Over the course of the next financial year, we will continue to enhance our procedures to help us identify, prevent, and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.



Christopher Britton

Director – Hughes Network Systems Ltd

On behalf of HNS Ltd, GmbH & SRL