

POL 3

SLAVERY & HUMAN TRAFFICKING POLICY

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AMENDMENT HISTORY

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DOCUMENT ISSUE RECORD

	Name	Position	Date
Prepared by	Chris Clark	HSEQ Manager	16.1.20
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1. Scope

The purpose of this policy is to demonstrate Powersystems commitment to ensuring that slavery and human trafficking play no part in its business activities nor in its supply chain. The statement will detail how Powersystems will monitor its activities and supply chain to ensure that slavery and human trafficking is eradicated. Setting out our general approach and commitment together with the arrangements we have put in place for managing slavery and human trafficking.

2. Our business

Powersystems are a high voltage electrical contractor, delivering infrastructure projects throughout the UK, supporting both industrial and generation customers. Our operations are based from a single office near Bristol, however we have many peripatetic employees.

3. Policy on slavery and human trafficking

Powersystems have a zero tolerance approach to slavery and human trafficking in all its different forms, both in its direct business activities and that of its supply chain. Powersystems are committed to upholding our legal obligations under the Modern Slavery Act and its morale obligations to the individuals.

Powersystems understand that modern slavery comes in a variety of forms from forced labour, slavery, human trafficking, debt bondage or child labour and that we are not immune from the potential of modern slavery. We have a responsibility to take steps to eradicate slavery from our business activities by understanding the risks to our business and managing them accordingly.

Our commitment:

- ▶ Not to practice or condone the use of modern slavery in our activities
- ▶ We will train and educate our employees to ensure they understand the meaning of modern slavery and how it can manifest itself in the supply chain
- ▶ We will assess our supply chain to ensure that, to the best of our knowledge, modern slavery or human trafficking is not present.

We will undertake assessments of our suppliers through our supplier evaluation questionnaire to ensure that our suppliers are aware of the need to monitor modern slavery in their supply chains. We will expect that our supplier's standards will be comparable or better than our own. Powersystems will also make it a condition of our standard terms and conditions that others manage and are aware of the possibility of modern slavery.

The policy will be highlighted to our employees as part of the induction process at Powersystems and then at regular intervals, typically every two years throughout their employment or whenever the need arises. We will complete Right to Work checks at the start of people's employment to confirm that they have the right to work in the UK and that they are not forced labour employed by Powersystems.

We will look to mitigate the risk of modern slavery by working with well-known and credible suppliers who are recognised in their industry, who will have robust systems in place to manage slavery in the supply chain. The risk of modern slavery is considered low in our activities and supply chain, however Project Managers must remain vigilant to the fact that it might occur in individual projects. Project Managers will highlight to

the Directors at the start of the project any areas where an increased possibility of slavery might exist and greater due-diligence will be required in the vetting of compliant contractors.

If slavery or human trafficking is identified, suppliers will be removed from our approved suppliers list and not used again until such point that they can demonstrate that slavery has been eradicated from their activities. Any employees who suspect slavery, consents to or doesn't report to Powersystems management will be subject to appropriate proceedings.

As part of Powersystems on-going commitment to eradicating modern slavery and human trafficking we will:

- ▶ Continue to develop our management system to improve its effectiveness
- ▶ Highlight and train our employees to recognise the signs of modern slavery and the reporting procedures
- ▶ Highlight the requirements to our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.



Chris Jenkins
Managing Director