

Modern Slavery and Human Trafficking Policy

Powerday has a zero-tolerance to modern slavery and human trafficking. We recognise the harmful impact that modern slavery has on individuals and society. We are committed to preventing slavery, servitude, forced labour, child labour and human trafficking of any sort across our operation and supply chain. This statement sets out our actions to prevent modern slavery, and human trafficking relating to any part of our business.

Our supply chain and high value purchases, such as commercial HGV vehicles and heavy plant, remain predominantly from suppliers who operate in a global market with bases in the UK, Ireland and other parts of Europe. We consider our suppliers to be advocates of the Modern Slavery Act 2015. However, as our success is directly linked to their product and services as well as their integrity and ethicality, we want our suppliers to endorse such principles and to demonstrate their opposition to human trafficking and modern day slavery. We have implemented a questionnaire to key suppliers requesting details about their approach.

Our Recruitment and Employment Policy embraces the principles of equal treatment and the protection of the law for all staff. We establish the identity and employment history of all new employees and engage in “right to work” checks as part of our induction process using a third party specialised agency. We do not coerce anyone to work for us. When employees choose to work for Powerday they do so voluntarily. Everyone is paid regularly, in accordance with their terms and conditions. We pay only the named employee and provide a written summary of pay and deductions on every occasion. We do not impede anyone’s freedom of movement or their opportunity to seek employment elsewhere.

We produce a comprehensive safety policy statement entitled Safety, Health, Environmental & Quality Management System which conforms to our legal, ethical, environmental and responsible business standards. All of our operations comply with or exceed statutory health and safety standards. We provide safe and decent working conditions with appropriate training as necessary. We undertake risk assessments across our business and supply chain to identify potential areas of risk of modern day slavery or trafficking and the steps needed to manage that risk.

Progress in 2019

- We have updated our policies and will continue to review our practices regarding modern day slavery.
- We have provided training to managers to enable them to identify signs of slavery and human trafficking and know how to report it.
- We have renewed our poster programme alerting staff to the risk of modern day slavery and how to report it and /or seek help for anyone caught up in it. We have also had it translated to reflect the native languages spoken by some of our workforce.

We make these commitments for the forthcoming year commencing:

- To increase our understanding and awareness across the company of modern day slavery.
- To develop partnerships with suppliers and customers whose policies, values and cultures are aligned with our own.
- To revisit and if necessary update our risk assessment process to ensure our mitigation efforts are applied effectively.
- To review our whistleblowing policy to ensure our employees feel comfortable and confident in reporting any unlawful activity both within our business or our supply chain.
- To train our managers, supervisors and employees to identify signs of slavery and human trafficking and know how to report it.
- To continue with our poster programme alerting staff to the risk of modern day slavery and how to report it and /or seek help for anyone caught up in it.

This statement is made pursuant to section 54 Modern Slavery Act 2015.

Signed.....



Date.....

30.07.2024

Jim Craig
Joint Managing Director

Signed.....



Date.....

30.07.2024

Liam Kearney
Joint Managing Director