



**Marwood Electrical Company Limited**  
**Modern-Day Slavery & Human Trafficking Policy**

<b>Reviewed on</b>	08 <sup>th</sup> May 2025 2025
<b>Change of Owner</b>	08 <sup>th</sup> May 2025
<b>Owned by</b>	Chief Executive Officer
<b>Review Date</b>	January 2026
<b>Target Audience</b>	All Employees

***For the Financial Year of January to December 2025***

## Statement

Marwood Electrical Company Limited acknowledges the contents of the Modern-Day Slavery Act and will ensure transparency with its organisation and with suppliers of goods and services to the organisation.

This statement sets the steps Marwood has taken and will continue to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

## Our Business

Marwood Electrical Company Limited has been trading for over 60-years in the Street Lighting Industry and has grown, developed and maintained a customer base that includes private and public sector customers throughout the United Kingdom. and responsible manner.

The Company employs over 40 members of staff.

As a distributor of Street Lighting, we work closely with the main Street Lighting Manufacturers and Suppliers in the UK, to ensure that the Supply chains operate in an ethical and responsible manner.

The Company will not knowingly support or deal with any business involved in slavery or human trafficking.

## Our Policies & Procedures

Marwood operate several internal policies to ensure that the Company is conducting its business in an ethical and transparent manner.

- *These policies and procedures include:*
  - **The Recruitment Procedure:** Marwood have a recruitment procedure in place which includes conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
  - **Equal Opportunities Policy:** Marwood has a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations.
  - **Safeguarding Policy:** Marwood believes a child, young person, student on work experience or vulnerable adults should never experience abuse of any kind. We acknowledge the duty of care to safeguarding and promote the welfare of children, young people and vulnerable adults.
  - **Anti-Bribery Policy:** All business activities are undertaken in an honest and ethical manner. Marwood take a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever the Company operates.

## **Due Diligence**

The Company is satisfied from its own due diligence there is no evidence of any act of modern-day slavery or human trafficking within its organisation.

- *The Company's approach to procurement and its supply chain includes:*
  - Marwood has zero-tolerance towards modern-day slavery and human trafficking. Marwood expects all those in its supply chains for goods and services to comply with its policies and values.
  - Ensuring its manufacturers and suppliers are carefully selected through our robust supplier selection process.
  - Liaise with manufacturers and suppliers to ensure they are identifying and assessing potential risk areas in the supply chain.
  - Marwood reviews its supply chain members annually, using the standard supplier questionnaire and expects each member to confirm its adherence to the issue of modern-day slavery and human trafficking.

## **Risk Assessment**

The Company has assessed the business and can confirm that all staff are employed by the Company, there are no sub-contractors or agency workers. All employees are paid at least the appropriate minimum wage and are not subjected to excessive working hours or unsafe working conditions.

The Company only uses specified, reputable employment agencies to source labour and always verifies the practices of any new employment agency it is using before accepting workers from that agency. Proof that workers have a legal right to work in the UK is always requested prior to employment.

The Company has long standing relationships with many of its key suppliers, and together they continue to monitor and manage the supply chain to eradicate modern-day slavery.

## **Training**

To ensure a high level of understanding of the risk of modern-day slavery and human trafficking in the supply chain.

- *Marwood provide annual training to the following departments/staff:*
  - Commercial Director
  - Sales Director
  - The Procurement Department.
  - The HSEQ Manager.

Modern-day slavery is discussed at induction.

## Performance Indicators

Marwood will know the effectiveness of the steps that the Company is taking to ensure that slavery and/or human trafficking is not taking place within the business supply chain if:

- No reports are received from the staff, the public or law enforcement agencies to indicate that modern-day practices have been identified.

The Company will undertake responsibility for implementing this policy statement and its objectives. The policy statement will be reviewed by the Chief Executive Officer and Directors at the start of each year and then published.

Signature ..... 

Steve Westbrook (Chief Executive Officer, NIUKS)

Date ..... 18/06/2025