

Modern Slavery and Human Trafficking Statement

Emprowe Energy

Document No: DOC13

Issue Date: 01/01/2020

Our Organisation

Emprowe Energy is a specialist engineering firm operating in the renewable energy industry working with developers on the construction of Renewable Energy Projects.

Our Commitment

Emprowe Energy has a zero-tolerance approach to any form of Modern Slavery and Human Trafficking. We do not tolerate any form of modern slavery or human trafficking in our business or supply chains.

We are committed to:

- Improving our policies and practices to play our part in fighting modern slavery and human trafficking, and protecting human rights.
- Ensuring that all our business operations are free from involvement with slavery or human trafficking
- Operating systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation
- Ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility
- Ensuring that any concerns about slavery or human trafficking can be raised through our whistle blowing procedure

Our Policy

We recognise the importance of identifying and eradicating Modern Slavery and Human Trafficking. It is not acceptable for anyone to profit, however indirectly, from exploitation and abuse. The primary risk is harm to the victims of these crimes. We have taken, and is continuing to take steps to ensure that Modern Slavery or Human Trafficking is not taking place within our business or supply chain. This is in keeping with our values, principles, ethics and the requirements of the Modern Slavery Act 2015.

We hold the responsibility to ensure that our Clients, Customer and Suppliers also comply wholly with the Modern slavery agreement. We strictly prohibit the use of Modern Slavery and Human Trafficking in our operations and supply chain. The company expects that its customers and suppliers will hold their own supply chain to the same high standard surrounding the issues of Modern Slavery and Human Trafficking.

Related policies

The Company expects every employee to support and uphold the commitment to engage with Client, Customers and Suppliers to address the risks of modern slavery where this could be a concern. We have implemented policies to ensure that, in all areas of the business and within our supply chain, we act ethically and with integrity and transparency.

We operate a number of internal policies to ensure that we are conducting our business in an ethical and transparent manner. These include;

- **Recruitment Policy** - All employees are paid above the national minimum living wage. We operate a robust recruitment policy, which includes '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** - This Policy offers all employees equal treatment, taking into consideration all protected characteristics. This policy is set out to avoid any potential discrimination at work.
- **Whistleblowing Policy** - Emprowe Energy operates a whistleblowing policy so that all employees can freely raise concerns about how colleagues are being treated or concerns with practices within the business or supply chain, without fear or reprisals.
- **Privacy Policy** - All individuals associated with Emprowe Energy Ltd have the right to their personal information being protected under the General Data Protection Regulations (GDPR) implemented in May 2018.

Training

To ensure a prominent level of understanding of the risks of modern slavery and human trafficking in our business, we will provide training to our staff. Training is given to all staff to highlight the risks in our business and to show the appropriate steps to take should any staff become suspicious of modern slavery taking place. We ensure that suitable and sufficient training is given to Supervisors and Operatives and that refresher training is given every 24 months, unless a fundamental change of legislation occurs.

Responsibility For The Policy

The Company Directors have the overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The Directors have the day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

Breach of This Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.



Matt Haarhoff (Director)

1st January 2020