

Slavery and Human Trafficking Policy

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 30 April 2020.

We design, manufacture, refurbishment, sales, distribution, installation and commissioning of energy infrastructure solutions from our Westland Works site and are an independent company operating solely within the UK.

Our business comprises one manufacturing unit and a head office support based at our Westland Works Site.

Our supply chains are international and are made up from a variety of manufacturing and service suppliers.

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies.

The directors and staff will meet our objectives through our values:

HELPFUL	We aim to exceed internal and external customer expectations
OPTIMISTIC	We turn problems into solutions
NURTURING	We attract, develop and retain talented and committed people
EXPERT	We offer advice and educate freely
SOCIALLY RESPONSIBLE	We care about our environment and community
TRUSTWORTHY	We deliver on our promises
YORKSHIRE	We are proud of our heritage

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place or they will adhere to our policy.

We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.

Copies of our policies are made available to all suppliers, customers and members of staff on request.

Signed:

Simon Wilson
Managing Director
May 2019

Signed:

Erika Wilson
Managing Director
May 2019