

Modern Slavery and Human Trafficking Policy

Purpose of the Policy

This Policy statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Power Electrics (Bristol) Limited (the Company) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, child exploitation and forced labour. The company has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business:

An employee owned company with a dedication to innovation, excellence and customer service, the company has grown from a small yard in 1963, to operating out of five locations across the country, including a London sales office and the UK's largest purpose-built generator depot, with a fleet of over 2500 generators and 35 HGVs.

Our Policies:

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

1. Anti-slavery policy - this policy sets out the Company's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Anti-Harassment & Bullying policy - this policy applies to all those who work for the Company and identifies what is harassment and bullying, it sets out what actions will be taken if either is seen or re-reported.
3. Anti-Bribery policy - this Policy sets out the Company's position on any form of bribery and corruption and provides guidelines aimed at: ensuring compliance, enabling employees and persons associated with the Company to understand the risks associated with bribery, provide suitable and secure reporting and communication channels and creating and maintain a rigorous and effective frame-work for dealing with any suspected instance of bribery or corruption.
4. Equality & Diversity policy - it is our policy to provide employment equality to all, irrespective of: gender including gender reassignment, pregnancy, or maternity status, marital or civil partnerships, having or not having dependents, religious belief or political opinion, race (including colour, nationality, ethnic or national origin), disability, sexual orientation, age, or union membership status.
5. Recruitment policy - we operate a robust recruitment policy, including 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.
6. Whistleblowing policy - we encourage an open culture in our dealings with all our employees, managers and the people with whom we come into contact. Effective and honest communication is essential if malpractice is to be effectively dealt with.

The policy provides guidelines to all of our employees, casual, temporary agency staff, freelancers, trainees, home workers and contractors, who feel they need to raise certain issues, in confidence and without fear of reprisals.

Our Suppliers:

The Company operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

The Modern Slavery & Human Trafficking Policy will be reviewed on an annual basis from the date shown below.

Approval for this statement:

Signed on behalf of the Company



Mr A Pullin
Chief Executive Officer

Date: 15th November 2024



Mr B Mann
Compliance Director

Date: 15th November 2024