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Author:	M. Idun	Approved By:	N. Ballamy	Next Review:	08.02.2024
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MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introductory Statement

Modern Slavery and human trafficking can take various forms including slavery, servitude, forced and compulsory labour, all of which have in common the deprivation of a person's liberty for personal or commercial gain. We maintain a zero-tolerance approach to these practices, and we remain committed to acting ethically, transparently and with high integrity in all our business dealings and relationships.

We expect the same high standards from all of our sub-contractors, suppliers and other business associates and we expect them to hold the businesses within their own supply chains to the same high standards.

Our Supply Chain

It is widely acknowledged that the installation / trade industry can be a high-risk sector for modern slavery and human trafficking, largely due to the demographics of the workforce and complex supply chains.

We aim to ensure that we only work with credible suppliers and sub-contractors so as to limit the potential risk of slavery or human trafficking in our business and supply chain

Practices

We pay all of our directly employed workers at least the statutory UK National Minimum Wage or the UK National Living Wage (as applicable to the age of the worker).

We take steps to ensure that all our workers are eligible to work in the UK, either as part of our own recruitment process for directly employed workers or via our agency suppliers' processes. We also carry out DBS (Disclosure and Barring Service) checks where statutorily required.

Adherence to EVC's Values and Policies

We expect our employees (whether permanent, fixed term or temporary), directors, casual and seconded staff, consultants, suppliers, and subcontractors to share our own ethics and values by complying with our Anti-Slavery and Human Trafficking Policy and our Anti-Bribery and Corruption Policy. We require suppliers and subcontractors to agree to representations and warranties contained in our standard Terms and Conditions, Subcontract Agreements and Framework Agreements relating to the prevention and detection of modern slavery and human trafficking. In addition, we require them to implement due diligence procedures within their own supply chains.

Whistleblowing

In order to detect, report and ultimately prevent modern slavery in any part of our business or supply chain we must encourage those working with, or for us, to raise any concerns or suspicions at the



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earliest possible stage and without fear of detrimental treatment. To achieve this, employees as well as new suppliers/subcontractors are given guidance on our Whistleblowing Procedure and how to report any concerns anonymously.

We review our Anti-Slavery and Human Trafficking Policy and other related policies on annual basis.

A handwritten signature in black ink, appearing to read 'Nick Ballamy', written in a cursive style.

Nick Ballamy
CEO

Signed 08.02.2023
Review Date: February 2024