

## ANTI SLAVERY AND HUMAN TRAFICKING POLICY 2020/2021



**Electrify 360 LTD**

**20, 22 Wenlock Rd, Hoxton, London N1 7GU**

We are proud of the steps we have taken to combat slavery and human trafficking at Electrify 360 Ltd. We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our suppliers, contractors or supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains and we expect the same high standards from all of our contractors, suppliers and other business partners.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Supplier review procedure 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 in our supply chains.

Our Safeguarding policies include specific guidance for staff on how to recognise signs of abuse, including slavery, human trafficking, forced labour and domestic servitude among our customers and clients and how to respond to and escalate any concerns.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we require new suppliers to complete a self-assessment which includes questions targeted at slavery and human trafficking risk. This is used to determine the risk profile of suppliers for supplier sustainability issues. Suppliers completing a self-assessment questionnaire are also expected to provide evidence to support their responses to address areas such as discrimination, freedom of information, forced labour and child labour.

We have in place systems to:

- Mitigate the risk of slavery and human trafficking occurring in our suppliers supply chains
- Monitor potential risk areas in supply chains
- Protect whistleblowers

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we have in place rigorous selection, due diligence and processes which help ensure our suppliers and their supply chains are slavery free. On an annual basis, approved suppliers are required to confirm compliance with our Supplier code of conduct, including their commitment to anti-slavery and human trafficking.

We carry out regular reviews to ensure suppliers are assessed and the information held on our supply base is kept up to date.

As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adult or children.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Electrify 360 LTD's slavery and human trafficking statement for the financial year ending 30th April 2021.