



Modern Slavery & Human Trafficking Policy Statement

Statement

Modern slavery is a crime and a violation of an individual's fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We have a zero-tolerance approach to any form of modern slavery & human trafficking, and we are committed to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls in place to safeguard against any form of modern slavery and to ensure it is not taking place anywhere within the business or our supply chain. We expect all those in our supply chain to comply with our values. Directors have assumed responsibility for compliance within their respective departments and for their supplier relationships.

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, consistent with our disclosure obligations under the Modern Slavery Act 2015.

This policy applies to all persons working for us or on behalf in any capacity.

Organisation Structure

GR Electrical Services Limited - design, manufacture, install & maintain low voltage switchgear and power distribution products.

We are a UK based business with 1 UK office, and our operations are predominantly based in the UK.

Our employee base is under 50 people, and our annual turnover is under £36m.

We are committed to providing a great place to work and this is at the heart of our business strategy. We comply with local minimum age and wage laws and do not employ child labour.

All our employees are:

- paid by bank transfer; we do not allow payment to be made into third party bank accounts, thus minimising the risk of forced or compulsory labour; and
- vetted for the right to work in the country where they are employed. Where employees require a work permit/VISA we ensure they have the necessary documentation in place.

As a responsible employer, we take the welfare of our employees seriously.

Our Supply Chain

GR Electrical Services operates 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 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.

Our supply chains include the procurement of copper, aluminium, steel, painting service and switches. GR are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.



As part of our initiatives to identify and mitigate the risks we build long standing relationships with key suppliers and customers and make clear our expectations of business behaviour. With regards to national & international supply chains, our point of contact is preferably with a UK company/branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We also have in place systems to encourage and protect the anonymous reporting of any concerns.

Training

We will communicate this statement to all our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business and in future will be included in training, information materials and new employees' inductions.

Our Policies in relation to the Modern Slavery Act 2015. The following policies are available to all staff:

- Equality Policy
- Whistleblowing policy
- Harassment & Bullying Policy

Company staff are encouraged to report any concerns or suspicions regarding the presence of modern slavery within the supply chain.

Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that GR Electrical Services Limited has taken and is continuing to take to ensure that modern slavery and human trafficking is not taking place within our business or supply chain.

We will regularly review our internal practices and our supply chain to ensure that our zero-tolerance policy in respect of modern slavery and human trafficking is being upheld.

This policy will be reviewed and updated annually.

Dave Storr
Operations Director

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