

## MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

### Introduction

This statement sets out CHG Electrical Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

CHG Electrical Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking, however, the Modern Slavery Act 2015 only requires organisations with a turnover of more than £36m. to publish an annual Statement.

CHG Electrical Ltd is absolutely committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### Organisational structure and supply chains

This statement covers the activities of CHG Electrical Ltd

- Electrical & Control Systems Engineers

The organisation currently operates in the following countries:

- United Kingdom, Ireland

The following is the process by which the company assesses whether or not particular activities are high risk in relation to slavery or human trafficking:

- Only bone-fide Distributor Companies of branded materials/goods are used as approved Suppliers.
- Only bone-fide UK based sub-contractors are used where required to fulfil certain contracts.
- CHG Electrical Ltd do not carry out work outside of the United Kingdom or Ireland, and therefore do not feel that any of their activities to be of a high risk of slavery or human trafficking.

The Managing Director takes overall responsibility for the organisation's anti-slavery initiatives within the relevant areas below:

- **Policies:**
- **Risk assessments:**
- **Investigations/due diligence:**
- **Training:**

## Relevant policies

CHG Electrical Ltd operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** CHG Electrical Ltd encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistle-blowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation (see Employee Handbook for details).
- **Employee code of conduct** CHG Electrical Ltd makes it clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.
- **Supplier/Procurement code of conduct:** CHG Electrical Ltd is committed to ensuring that its suppliers adhere to the highest standards of ethics. Goods and services are generally procured from UK based distributors of National or Global organisations. No purchases are made through the internet outside of the UK, using online outlets e.g. Ebay, etc.
- **Recruitment/Agency workers policy:** CHG Electrical Ltd uses only specified, reputable employment agencies to source labour.
- **Recruitment of Direct Staff:** CHG Electrical Ltd requires proof of identity, and eligibility to work within the UK prior to taking on new employees. Copies of Passport and National Insurance number are taken prior to employment.

## Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier [this may be part of a more general human rights or labour rights assessment];
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier assessments;

## Training

The organisation requires staff working within supply chain management/HR department to complete awareness-raising training on modern slavery. This training would take in the following such issues:

- the basic principles of the Modern Slavery Act 2015;
  - how employers can identify and prevent slavery and human trafficking;
  - what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
  - what external help is available, for example through the Modern Slavery Helpline.
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- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage.
  - how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
  - how to identify the signs of slavery and human trafficking;
  - what initial steps should be taken if slavery or human trafficking is suspected;
  - how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;

## Management approval

This statement has been approved by the Managing Director, who will review and update it annually.

**Managing Director – PETER D. CLARKE**

Signature: 

**Date: 1<sup>st</sup> April 2018**