

This Policy Statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and its purpose is to act as RJ Power Connections Limited Slavery and Human Trafficking Policy / Statement.

RJ Power Connections Limited is an electrical contractor. The core business is to provide engineering services to the power sector for both LV and HV applications.

We offer a comprehensive planning and feasibility service to complement our full turnkey design, installation, Maintenance, testing and commissioning capabilities, which allows us to engineer the most appropriate electrical power solutions.

We have established trusted relationships with many UK power network providers and have built an excellent reputation for delivering projects on time, to budget and with an outstanding safety record. We offer distinctive but completely complementary divisions within the group and provide a high quality service with our in-house engineering team.

Our workforce is our greatest asset and our excellent safety record is testament to our employees, who have embraced our key messages of “Act Safe”, “Be Safe” and “Think Safe”, through participation in safety forums and workshops, becoming our brand safety champions.

We prioritise our social responsibilities in everything we do and on every project we ensure that we make a positive contribution to those communities through economic, social and environmental objectives.

RJ Power Connections is committed to combatting Slavery and Human Trafficking and takes responsibility for ensuring that its working practices comply with the Modern Slavery Act 2015. This Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships. In addition, we commit to the implementation and enforcement of effective systems and controls to ensure Slavery and Human Trafficking is not taking place anywhere within our Company or supply chain.

We operate a zero tolerance policy to Slavery and Human Trafficking. Our Management team and those who have designated responsibility or procuring external goods and services, are dedicated to ensuring that suppliers and providers always adhere to our ethos and support our compliance to the Modern Slavery Act 2015. This includes making current and prospective suppliers aware of our expectations and the expectation for them to confirm their commitment before we agree they can commence the supply of goods and services.

Our HR policies and recruitment practices ensure compliance with The Modern Slavery Act 2015 and all other relevant employment legislation. Auditing practices are in place for checking that all employees have the right to work in the UK. We are continually reviewing our recruitment methods throughout the business to ensure transparency.

Any member of staff involved or likely to be involved in the procurement of goods and services has been specifically trained in the requirements of The Modern Slavery Act 2015. The Modern Slavery Act 2015 it is unlikely to be relevant to the majority of our staff as they are not involved in the procurement of goods or services. Regardless, this policy has been distributed to all members of staff and is permanently available to access on our internal SharePoint system.

If an employee has any concerns regarding a likely risk of, or actual breach of our Policy or the Legislation, this must be raised with the HSQE Manager or the HR Manager.

All employees and others working for RJ Power Connections Limited are required to comply with this policy to ensure they co-operate and carry out activities in a responsible manner. It is the responsibility of RJ Power Connections management and supervisory staff to ensure that this policy and its arrangements are implemented.

This policy will be reviewed annually and revised as often as may be deemed appropriate by RJ Power Connections Limited and then communicated and explained to all employees and sub-contractors.

This policy is available to the public and all other interested parties on request.

**Signed:**



**Glenn Rowatt**

Managing Director – RJ Power Connections Limited.

**October 2019**

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