

Modern Slavery & Human Trafficking Policy

Commitment

Gridcore Electrical Services Ltd is fully committed to preventing Modern Slavery and human trafficking in all forms throughout our operations and supply chain. This statement aligns with, and is supported by, our existing internal policies, including:

- **PO-COR-0009 Human Rights Policy.docx**, which establishes our commitment to recognised human and labour rights and confirms our zero-tolerance approach to Modern Slavery.
- **PO-COR-0012 Procurement Policy.docx**, which reinforces that zero tolerance extends to all suppliers, subcontractors, and partners.

These policies make clear that Gridcore Electrical Services Ltd prohibits forced labour, servitude, child labour, debt bondage, and human trafficking within any part of our business or the supply chain.

Objectives

Gridcore Electrical Services Ltd aims to:

- Uphold and implement the commitments outlined in **PO-COR-0009 Human Rights Policy.docx** and **PO-COR-0012 Procurement Policy.docx** across all operational activities.
- Ensure compliance with the UK Modern Slavery Act 2015.
- Identify and reduce risks of Modern Slavery within our own operations and our supply chain.
- Work with responsible suppliers who meet our ethical, legal, and social expectations.
- Conduct due diligence aligned with our Procurement Policy obligations.
- Continually improve our Modern Slavery controls, reporting, and awareness.

Core Values and Behaviour

Consistent with the values outlined in our Human Rights Policy, we:

- Promote a culture of honesty, integrity, openness, and respect.
- Encourage employees, contractors, and supply chain partners to speak up about concerns.
- Protect individuals from retaliation when raising legitimate concerns.
- Embed dignity, fairness, and ethical conduct into everyday activities.

Managing Risk

In alignment with our Human Rights and Procurement Policies, we:

- Conduct risk assessments to identify potential Modern Slavery exposures within our supply chain and internal operations.
- Prioritise high-risk suppliers, sectors, and geographic regions for enhanced due diligence.
- Require suppliers to meet minimum ethical standards and demonstrate compliance with anti-slavery legislation.
- Review supplier performance periodically, taking action where concerns arise.
- Ensure project procurement incorporates risk review, supported by guidance within PO-COR-0012 Procurement Policy.docx.

Arrangements

Supply Chain Controls

Gridcore Electrical Services Ltd will:

- Include Modern Slavery compliance clauses within procurement contracts.
- Require suppliers to confirm compliance with the **Procurement Policy's zero-tolerance position**.
- Remove or suspend suppliers who fail to meet our ethical standards.
- Encourage continuous improvement by discussing transparency and compliance during supplier reviews.

Training and Awareness

- Staff responsible for procurement or supplier management will receive training on Modern Slavery risks and indicators.
- Awareness will be included in staff inductions, in line with commitments found in PO-COR-0009 Human Rights Policy.docx.
- Additional training will be provided where roles are identified as higher risk.

Reporting Concerns

Gridcore maintains confidential reporting mechanisms for employees, contractors, and supply chain partners.

Reports will be:

- Investigated promptly and sensitively.
- Escalated where necessary to senior management.
- Aligned with our human rights reporting expectations as set out in PO-COR-0009 Human Rights Policy.docx.

Monitoring and Review

- This Modern Slavery Statement will be reviewed annually.
- Reviews will consider updates to legislation, organisational feedback, audits, supplier performance, and alignment with supporting policies.

Responsibilities

- **Executive Board** — approve this statement, maintain oversight, allocate resources.
- **Managers & Supervisors** — ensure teams comply with relevant policies and identify supply chain risks.
- **Employees & Contractors** — uphold company values, follow all relevant policies, and report concerns promptly.

Scope

This statement covers all employees, agency staff, contractors, subcontractors, and suppliers working with Gridcore Electrical Services Ltd in the UK or overseas.

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Approved: Director Robert Braund		Approved: Operations Director Jayson Powell 