

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Energy Specifics Limited

Energy Specifics Ltd is committed to ensure that no slavery or human trafficking occurs within the Energy Specifics Ltd or our supply chain. This statement is published in accordance with the Modern Slavery Act 2015 and it sets out the actions we have taken to consider all potential modern slavery and human trafficking risks related to our business.

1. ORGANISATION'S STRUCTURE AND SUPPLY CHAIN

We install energy efficiency measures for people in fuel poverty in the UK under Ofgem's ECO3 scheme. We are a UK registered company, number 08373983.

Our supply chain is predominantly focused on the supply and installation of energy efficiency measures for domestic households who qualify under the criteria as set out by Ofgem.

2. APPLICABLE POLICIES AND PROCEDURES

The following policies indicate how we identify any modern slavery and human trafficking risks and describe our goals to ensure that these are prevented in our operations and supply chains.

Anti-slavery policy: Our Anti-slavery Policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains,

Whistle-blowing policy: We encourage all our staff to report any wrongdoing which extends to human rights violations like modern slavery and human trafficking. All reports are fully investigated and appropriate remedial action taken and our whistleblowing procedure is carefully designed to permit employees to make disclosures without fear of any retaliation.

Code of Conduct: Our Code of Conduct reflects our core beliefs and values in observing and demonstrating the highest standards of ethics and integrity and clearly sets out how Energy Specifics Ltd does business and what is expected of our employees, business partners and suppliers.

Anti-bribery and corruption policy: Our anti-bribery policy makes it clear that we operate a "zero tolerance" policy towards fraudulent, dishonest or deceptive behaviour and condemns corruption in all its forms. We advise our employees to be aware of and report any concerns that they may have in this regard so that appropriate action can be taken. As part of supplying Energy Specifics Ltd with any services/components, all sub-contractors that are approved by our funders, must sign the Energy Specifics Ltd Anti-Bribery and Corruption contract. This contract remains in force for the entire supply contract period, and is controlled and monitored by our Supply Chain Director.

Recruitment and employment: We aim to ensure that we work only with reputable employment agencies and that all employees are paid via payroll systems duly regulated in the relevant territories.

3. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we will carry out an audit questionnaire covering key issues on applicable codes, practices and policies in place with our suppliers to identify and combat any risks of modern slavery and human trafficking. We plan to repeat this process at regular, meaningful intervals to maintain and improve open communications with our suppliers on this area of risk. We



undertake thorough due diligence when engaging new suppliers. New potential suppliers are vetted and audited by the Supply Team and Quality Team. Audit reports of potential suppliers and existing suppliers include the Corporate Responsibility of the supplier.

4. SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have a strong commitment to ensuring that our suppliers are aware of our high ethical standards and we update them on our applicable Code of Conduct and core requirements to be observed, including healthy, safe and compliant working conditions for their employees. As part of the vetting and auditing process, potential and existing suppliers are made aware of our values and our requirement that they abide by these principles and values.

5. TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide appropriate training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Energy Specifics Ltd's slavery and human trafficking statement for the financial year ending 2020.

Signed:

Position:

Date: