

Modern Slavery Statement

1. COMPANY

This statement applies to Energy Specifics Ltd (referred to in this statement as 'the Company'). The information included in the statement refers to the financial year to June 30th 2018.

2. COMPANY STRUCTURE

The Company is located in the United Kingdom and is run by a managing director. Energy Specifics Ltd is an approved Green Deal Assessor Company. Energy Specifics Ltd promotes, installs, and arranges funding for energy efficient products into domestic properties, to decrease the customer's energy costs. We provide ECO funding to customers on low income, properties in rural and deprived areas, and customers who want to install the primary measures. We are a TrustMark registered Company. The labour supplied to Energy Specifics Ltd in pursuance of its operation is recruited from within the United Kingdom.

3. DEFINITIONS

The Company considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement

4. COMMITMENT

Energy Specifics Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Energy Specifics Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains. Energy Specifics Ltd does not enter into business with any other Company, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to Energy Specifics Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

5. SUPPLY CHAINS

To fulfil its activities, Energy Specifics Ltd.'s main supply chains include those related to installing energy efficient products into domestic properties. The Company uses installers, surveyors and DEA's/GDA's. The Company conducts a Sub-Contractor approval process, which is activated before a Sub-Contractor is permitted to work with us. Sub-Contractors must satisfy several criteria, including health & safety and financial probity, to ensure that they are legitimate companies which can fully meet the requirements of working for us.

6. POTENTIAL EXPOSURE

The Company considers its exposure to slavery/human trafficking to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any Company that supplies goods and/or services to it.



7. STEPS

Energy Specifics Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its Company or supply chains. including conducting a review of the controls of its suppliers. Energy Specifics Ltd has not, to its knowledge, conducted any business with another Company which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, Energy Specifics Ltd has taken the following steps to ensure that modern slavery is not taking place.

- Aim to identify and assess potential risk areas in our own business and supply chains
- Where possible build long standing relationships with suppliers and make clear our expectations of their business behaviour
- Monitor potential risk areas in our own business and our supply chains
- Encourage the reporting of concerns and support the protection of whistle blowers
- Require our suppliers to comply with the Modern Slavery Act 2015

8. KEY PERFORMANCE INDICATORS

Energy Specifics Ltd has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Energy Specifics Ltd or its supply chains.

- Use of supplier selection process including supplier questionnaires before they enter the supply chain.

9. POLICIES

Energy Specifics Ltd is committed to ensuring that there is no Modern Slavery or Human Trafficking in our supply chains or in any part of our business. The Company does this by acting ethically and with integrity in all business relationships and by implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We have also implemented best practice controls for assessing employees' eligibility to work in the UK. We expect our supply chain to adhere to our expectations with respect to their own workforce.

10. SLAVERY COMPLIANCE OFFICER

Energy Specifics Ltd has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Energy Specifics Ltd obligations in this regard.