

UNIT POWER SERVICES

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

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Purpose

The purpose of this policy is to define the ethical stance of this organisation, and to ensure that all employees are familiar with this.

Our Commitment

Unit Power Services is committed to ensuring that there is no modern slavery or human trafficking in our supply chains, or in any part of our organisation. We are committed to acting in an ethical manner and with integrity in all our business relationships.

Definition

Modern slavery is a term which encompasses slavery, servitude and forced or compulsory labour. Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited.

This policy sets out the steps that Unit Power Services has taken during the financial year to ensure that modern slavery and human trafficking is not occurring in our company or our supply chains.

Organisational structure and activities

Unit Power Services is an engineering and construction contractor and thermal equipment manufacturer providing a comprehensive range of quality services to a variety of industries.

We deliver leading edge design, engineering, construction and maintenance solutions for complete projects and individual plants within the energy, chemical and petrochemical, refinery and utility industries.

Our activities assist clients with all aspects of their operations including new facilities, efficiency improvements and refurbishments. And, we create value for clients by applying expert knowledge, innovation and technology and by creating strategic alliances and innovative partnerships

We will behave ethically, honestly and operate safely and lawfully. We will honour our commitments and accept responsibility for our actions

Supply chain structure and activities

Unit Power Services operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that any particular supplier has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Due Diligence

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage.
4. We may terminate the contract at any time should any instances of modern slavery come to light

Risk Mitigation

As part of our initiative to identify and mitigate risk we ensure that any suppliers we use have completed our questionnaires in relation to slavery and human trafficking. We ensure that we work

with suppliers who treat their obligations towards modern slavery with the same importance that we do.

In order to assess the risk of modern slavery, we use the following processes:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains
- Review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- Protect whistle blowers.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Policies

The policies below are intended to assist the company to put this commitment into practice.

- Corporate Social Responsibility Policy
- Anti-Bribery Policy
- Equal Opportunities Policy
- Recruitment policy
- Supplier code of conduct
- Employee code of conduct
- Disciplinary Policy
- Grievance Policy
- Whistle-blowing Policy
- Training Policy

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Modern Slavery Policy is displayed in all our business unit offices

We provide training to all members of staff and this has been incorporated into our induction programme

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Approval

This statement has been approved by the company's Board of Directors

Signature:

Name:

Position: