



## MODERN SLAVERY STATEMENT

Gridworx is committed to zero tolerance against human trafficking and worker exploitation. Gridworx takes a proactive approach, outlined below, to ensure its own business and that of its supply chain is free of human trafficking and worker exploitation:

- ISO9001 accredited - independent audit ensuring compliance to our internal policies against the international standard for quality.
- Achilles accredited - independent audit ensuring compliance to our internal policies.
- Audits – internal compliance audits checking:
  - Right to Work checks have been carried out - workers must prove they are eligible to work in the UK and that they are in possession of their legal documents (passport, identification);
  - Bank Account - workers must have proof of own / joint bank account;
  - Telephone numbers - workers must be contacted on their own telephone number;
  - Email address - is applicable to the worker and there are no duplicates;
  - Addresses - high number of workers are not living at the same address;
  - NI Number - workers must provide details of their national insurance number and a check is undertaken to ensure no duplicates;
  - Workers must receive 1-1 interviews and 1-1 inductions to ensure that they are informed of their statutory rights including sick pay, holiday pay and any other benefits that they may be entitled to; and
  - Unannounced audits to check all areas of recruitment and learning.
- Systems to encourage the reporting of concerns and the protection of whistle blowers.
- Training - all new starters have formal induction which outlines our compliance requirements and minimum standards to be met to ensure we meet our zero-tolerance approach on exploitation and human trafficking.
- Awareness campaigns for exploitation and human trafficking – regular toolbox talks to all workers and monthly reminders promoting our commitment to our zero-tolerance approach.

We use several key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains, this is reported on an annual basis.

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

### AUTHORISATION

A handwritten signature in black ink, appearing to read "E. Skeffington".

**Emma Skeffington**  
Managing Director, January 2018



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