

## **Modern Slavery & Human Trafficking Policy Statement**

### **Introduction**

Following the introduction of the Modern Slavery Act 2015, GasFlo Utilities Limited fully supports the aims of the act and is committed to tackling slavery and human trafficking where it can.

The company is committed to understanding all potential modern slavery risks relating to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain

### **Our Approach**

GasFlo Utilities Limited has zero tolerance of slavery and human trafficking in all its different forms. This approach reflects are commitment to act ethically and responsibly in all its business relationships and to ensure that slavery and human trafficking are not present in any part of its business or supply chains,

As an active company within the utilities and civil engineering sectors. GasFlo Utilities Limited recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

We Will:

1. Identify, monitor, and assess categories of supplier organisations who are most at risk from slavery and human trafficking.
2. Incorporate anti-slavery and human trafficking into procurement agreements and sub-contracting arrangements on a risk assessed basis.
3. Provide training to all relevant employees to ensure a high understanding of the risks of slavery and human trafficking
4. Establish systems to enable whistle blowing
5. Report its commitments, policy, performance and actions in tackling slavery and human trafficking as part of annual reporting

### **Reporting**

As part of our annual review, we will report our approach to combat slavery and human trafficking, this will include information on the following:

1. The company and its supply chains
2. The due diligence process applied by the company in sourcing suppliers, and during any mergers and acquisitions
3. The Risk Assessment methods and steps to manage the risk in both the business and the supply chain
4. The effectiveness of ensuring that slavery and human trafficking is not taking place in any part of its supply chains
5. The adequacy of training arrangements to ensure that relevant employees have the knowledge and skills necessary to fulfil their obligations

The co-operation and involvement of employees at all levels is essential for the effective implementation of this policy. GasFlo Utilities Limited will report on, review and revise this policy as often as may be appropriate.

This policy will be regularly monitored to ensure that the objectives are achieved. It will be reviewed annually and, if necessary, revised in the light of legislative or organisational changes.

**Michael Smith**

**Managing Director**

**22<sup>nd</sup> July 2024**