

This statement sets out RJ Powers actions to understand all potential modern slavery risks related 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 chains. RJ Power is committed to combatting Slavery and Human Trafficking and takes responsibility for ensuring that its working practices comply with the Modern Slavery Act 2015.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking and our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

As an equal opportunity's employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrong doing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Due to the nature of our business, we assess ourselves to have a minimal risk of modern slavery in our business and supply chains. Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.

Our HR policies and recruitment practices ensure compliance with The Modern Slavery Act 2015 and all other relevant employment legislation.

These policies include, Recruitment, Anti-Harassment, Whistleblowing, Labour Standards.

Auditing practices are in place for checking that all employees have the right to work in the UK. We are continually reviewing our recruitment methods throughout the business to ensure transparency.

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking,
- Ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Ensuring that consideration of the modern slavery risks and prevention are added to RJ Powers policy review process as an employer and procurer of goods and services,
- Making sure RJ Powers procurement strategies and contract terms and conditions include references to modern slavery and human trafficking,
- Continuing to take action to embed a zero-tolerance policy towards modern slavery,
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

If an employee has any concerns regarding a likely risk of, or actual breach of our Policy or the Legislation, this must be raised with the HR department.

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All employees and others working for RJ Power Limited are required to comply with this policy to ensure they co-operate and conduct activities in a responsible manner. It is the responsibility of RJ Power Limited management and supervisory staff to ensure that this policy and its arrangements are implemented.

This policy will be reviewed annually and revised as often as may be deemed appropriate by RJ Power and then communicated and explained to all employees and sub-contractors. This policy is available to the public and all other interested parties on request.

Accepted for Issue By:



**Andrew Pierce, Managing Director,
RJ Power Networks.**
31st August 2025

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