

POWERCUBE LIMITED: MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2021-31 March 2022.

The statement sets down Powercube Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Powercube Limited. The Company predominantly operates within the UK, however we occasionally work worldwide.

With each new customer/project the company assesses whether the particular activities to be undertaken or country of residence is classed as high risk of modern slavery & act accordingly.

High Risk Activities

We typically don't have any direct activities that would be classed as high risk of modern slavery, however some countries we operate in are more susceptible than others. A separate risk assessment is carried out in these cases to review any new subcontractors/businesses used.

1. Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Head of Finance and Commercial is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting to the needs of the businesses.
- 1.2 Each individual project manager is responsible for risk assessments in respect of human rights and modern slavery, upon a project by project basis.
- 1.3 Head of Finance and Commercial is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

2. Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 Whistleblowing policy - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us.

Performance indicators

The Company uses a labour monitoring & payroll system to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The management team endorses this policy statement and is fully committed to its implementation.

This policy has been approved & authorised by:

Name: Daisy Sumner

Position: Director

Date:

Signature: