

Modern Slavery Statement

Electricians On Call is committed to preventing and combating modern slavery and human trafficking in all its forms. We condemn any form of exploitation, forced labour, and human rights abuses and are dedicated to upholding the principles of freedom, dignity, and equality for all individuals.

Definition of Modern Slavery

Modern slavery encompasses slavery, servitude, forced labour, human trafficking, and other forms of exploitation where individuals are coerced, deceived, or forced to work against their will. This includes forced labour in supply chains, debt bondage, child labour, and forced marriage.

Commitments

Electricians On Call will not tolerate modern slavery or human trafficking within its operations or supply chains.

- We will comply with all applicable laws, regulations, and international standards related to modern slavery and human rights.
- We will uphold the rights and dignity of workers and ensure fair and ethical treatment throughout our business activities.
- We will take proactive measures to assess and mitigate modern slavery risks in our operations and supply chains.
- We will collaborate with stakeholders, including employees, suppliers, customers, and government agencies, to address modern slavery effectively.

Responsibilities

- Senior management is responsible for championing modern slavery initiatives and providing leadership in implementing this policy.
- All employees are responsible for understanding and adhering to this policy, reporting any suspicions or instances of modern slavery, and cooperating with investigations.
- Procurement and supply chain teams are responsible for conducting due diligence on suppliers, monitoring supply chain practices, and ensuring compliance with this policy.

Risk Assessment and Due Diligence

- Electricians On Call will conduct risk assessments to identify and evaluate modern slavery risks within its operations and supply chains.
- We will implement due diligence processes to assess suppliers' compliance with modern slavery laws and standards and take appropriate actions to address identified risks.

Reporting and Whistleblowing

- Electricians On Call will establish confidential reporting mechanisms for employees, suppliers, and other stakeholders to report suspicions or instances of modern slavery.
- Reports will be taken seriously, investigated promptly, and appropriate actions will be taken, with protection provided for whistleblowers.

Communication and Transparency

- We will communicate our commitment to preventing modern slavery through internal and external channels, including our website and stakeholder engagements.
- We will provide transparency about our supply chain practices, risk assessments, due diligence processes, and actions taken to address modern slavery risks.

Monitoring and Evaluation

We will monitor and evaluate the effectiveness of our modern slavery policy and initiatives, track key performance indicators, and identify areas for improvement.

Training and Awareness

We will provide training and awareness programs to employees to educate them about modern slavery, human trafficking, and their role in preventing and addressing these issues.

Training will cover relevant laws, policies, reporting procedures, and indicators of modern slavery.

Continuous Improvement

Electricians On Call is committed to continuous improvement and will regularly review and update this policy based on feedback, lessons learned, and emerging trends.

This modern slavery policy is effective January 2024 and applies to all Electricians On Call employees, contractors, suppliers, and business partners.

This policy shall be reviewed on an annual basis.



Director
Mark Zelensky

Date: January 2025

Next Review: January 2026