



ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. N-ERGY has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships. N-ERGY implements and enforces effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations toward the Modern Slavery Act 2015. N-ERGY also expects the same high standards from all of its suppliers, contractors, and other business partners. As part of its contracting processes, N-ERGY includes specific prohibitions against the use of modern slavery and expects its suppliers to hold their own suppliers to the same standards.

N-ERGY realises it has a responsibility through its due diligence processes to ensure workers are not being exploited, they are safe, and relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

This policy applies to all individuals working for N-ERGY or on N-ERGY's behalf.

N-ERGY carries out due diligence checks to ensure the lack of modern slavery or human trafficking offences in its supply chain done internally and by the clients and suppliers it deals with. As part of the corporate responsibility, N-ERGY trains its employees to avoid committing similar offences and urge them to raise concern if there are any suspicious activities.

Reviewed By:

Date:

Signed

Managing Director

David Bowman

21/12/2017

A handwritten signature in black ink, appearing to be "David Bowman", written over a horizontal line.