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| Vers 2       | 22/09/22  |

# Modern Slavery and Human Trafficking policy

Sales, Service, Refurbishment and Maintenance of **Diesel** and **Biodiesel** Generators

Unit 6, Dairycoates Industrial Estate, Wiltshire Road, Hull. East Riding. HU4 6PA. UK  
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Company Registration: 5047830 VAT Number: 830 0513 80



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## Amendment Record

| Revision No. | Revision Date | Section | Amended Text  |
|--------------|---------------|---------|---|
| 2            | 22/09/22      | All     | General update to policy including authorization level. |
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## Introduction

JS Power Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we're 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 wrongdoing without any risks 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.

## Organisational Structure and Supply Chains

This statement covers the activities of JS Power Limited whose business activities are sales, service, repair and training of generating equipment.

We will meet our obligations against modern slavery and human trafficking by:

### Conducting Risk Assessments:

For each new activity a risk assessment is completed before any work is undertaken. The risk assessment will be undertaken in consultation with the staff whom will do the work. Risk assessments for on-going activities are reviewed every 12 months or more frequently if there is a change in the way the activity is completed.

### Training:

JS Power Limited requires all staff to complete training on modern slavery within their induction programme or when working outside of the UK for the first time. The training covers: -

- Awareness training on the Modern slavery act 2015.
- Our business purchasing practices, which influence supply chain conditions, and which

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should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline.

- What initial steps should be taken if slavery or human trafficking is suspected.

What external help is available, for example through the Modern Slavery Helpline, Gangmasters Licensing Authority and 'Stronger Together' initiative

### How will we ensure we comply – supply chains?

We will meet our obligations against modern slavery and human trafficking by;

- JS Power Limited will conduct investigations and due diligence assessments in relation to known or suspected instances of slavery and human trafficking for all our suppliers. The process undertaken is: -
- Mapping the supply chain broadly to assess products or geographical risks of modern slavery and human trafficking
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping
- Conducting supplier audits or assessments through our own staff

Where possible, check suppliers for their labour standards, compliance in general and modern slavery/human trafficking governance. This is done by searching information in the public domain and sharing information with other local businesses

### How will we ensure we comply – working in other countries?

- *Whistleblowing Policy* – JS Power Limited encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. JS Power Limited whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation
- *Employee Code of Conduct* - The organisation's code makes clear to employees the actions and behaviour expected of them when representing JS Power Limited. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating in the UK or abroad and managing its supply chain.

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- JS Power Limited operates the following policies that identifies modern slavery risks and the steps to be taken to prevent slavery and human trafficking in its operations, both in the UK and all other countries in which we operate.
- *Recruitment/Agency Workers Policy* - Although we generally rely on our own permanent staff, JS Power Limited may occasionally need to recruit additional, temporary resource. When this is the case, JS Power Limited will use only specified, reputable employment agencies to source labour and will always verify the practices of any new agency it is using before accepting workers from that agency.

## Responsibility

Responsibility for the organisation's anti-slavery initiative is as follows:

### Policies:

The General Manager is responsible for reviewing and updating the policy on an annual basis, or on any changes

All policies will be approved at director level.

### Investigations/Due Diligence:

The General Manager is responsible for carrying out investigation into any reported or suspected acts or instances of slavery, and report findings to the company directors for actions.

Signature: 

Job Title: Director

Date: 22 Sept 2022

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