APS-HR-POL-006

Anti-Slavery Policy

Advanced Power Services
HV&DC Power Solutions

We are committed to legal compliance, ethical standards and the fundamental human rights, as set out by the principles of the International Labour Standards / United Nations Guiding Principles.

1.1. Company structure

We are committed to this Policy and shall ensure this is communicated within the business and our supply chain.

We work with a wide range of different suppliers, subcontractors and partners, each of which will have their own subcontractors, affiliates and associate entities. Our business is therefore connected to multiple entities (for instance India, USA and mainland Europe) through numerous contractual relationships across many countries. We are committed to raising awareness of modern slavery issues, including how to spot the signs in our business and those of our supply chain.

1.2. Due diligence processes

We shall:

- Address and directly prohibit practices that are known to contribute to the risk of modern slavery;
- Operate strict procurement processes, ensuring suppliers comply with all applicable laws and standards, including those which relate to the Modern Slavery Act;
- Expect our suppliers to have suitable anti-slavery and human trafficking policies and processes in place within their own businesses and to cascade those policies to their own suppliers;
- Have completed an analysis of assurance information from existing suppliers and partners and followed up where relevant;
- We shall follow advice and guidance in relation to the Modern Slavery Act set out by the government;
- Provide appropriate training and instruction to our personnel in respect of the Modern Slavery Act to our workforce;
- Have added a specific item relating to the Modern Slavery Act to the agenda of the contract management meetings with suppliers enabling us to be kept informed of any changes;
- Include appropriate terms in our contractual documentation, obliging suppliers and contractors to comply with the Modern Slavery Act and reserving the right for us to audit suppliers and contractors, where we consider it appropriate;
- Encourage staff to identify and report any potential breaches of our anti-slavery policy statement;
- Encourage staff to whistle blow and report any concerns and issues directly to the Managing Director, who is responsible for preventing modern slavery within our business,
- Whistle blowers are protected through our confidential reporting process;
- Take all necessary steps should modern slavery practices be identified within either our business or our supply chain;

The above processes are designed to:

- Identify and assess management requirements and any potential high-risk areas within our business and supply chains, including materials/labour sourcing,
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains,
- Provide adequate protection for whistle blowers.

L Burnell

Signed……
Managing Director

Date: 21st April 2021

Last Reviewed: 2nd April 2026