



Modern Slavery and Human Trafficking Policy Statement

STATEMENT

This Modern Slavery and Human Trafficking Statement sets out our commitment to complying with the provisions in the Modern Slavery Act 2015 preventing slavery and human trafficking in our business activities and the steps we have in place to ensure that there is no slavery or human trafficking in our own business and supply chains.

The business understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

This Statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, and third-party representatives.

RESPONSIBILITY FOR THE POLICY

The Managing Director has overall responsibility for ensuring this policy complies with our legal and ethical obligations. The policy is reviewed on an annual basis looking at best practice and adapting it to the needs of the business. We all have a duty to be alert to risks, however small and all employees are encouraged to report their concerns to a manager or a Director.

COMPANY STRUCTURE AND SUPPLY CHAINS

This Statement covers the business activities of Konect Electrical Services Ltd. Our business is UK based and we supply electrical services to clients in locations throughout the UK. Our day-to-day activities are low risk, and we only operate in the UK.

The prevention, detection, and reporting of modern slavery and human trafficking in any part of our business or supply chains is the responsibility of all those working for us.

TRAINING

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, we will review this Statement on an annual basis and provide training to reinforce the importance of this Statement to all employees. We encourage feedback and questions and provide ongoing support and reinforcement.

We encourage everyone to report any potential failings when following the steps to prevent modern slavery and human trafficking.

Management is responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training.

We ensure full adherence with Modern Slavery in line with our quality assurance standards ISO 9001 and 14001.

POLICIES

This Statement affirms its intention to act ethically in our business relationships. The following policy sets out our approach to the identification of modern slavery risks and steps to be taken to prevent it in our operations:

- **Whistleblowing Policy** – our business encourages all its workers, customers, and partners to report any concerns related to its direct activities or its supply chains.

DUE DILIGENCE

We are an SME and only use wholesalers as our suppliers. The business undertakes due diligence when considering taking on a new supplier and regularly reviews existing suppliers. Supplier Modern Slavery and Human trafficking policies will be evaluated on a regular basis. Konect's Modern Slavery and Human Trafficking Statement is communicated to all suppliers at the outset of our business relationship. Risk is managed through established long-term relationships and the building of new ones.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and companies working on our behalf if they breach this policy.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your line manager or a Director OR report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure as to whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or a Director.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this Statement.

Signed:

K. Outram

Karl Outram
Managing Director
Date: 27th March 2025