

**CrowdHouse Energy**  
**Modern Slavery and Human Trafficking Statement**  
**15<sup>th</sup> March 2023**

## **Introduction**

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the fiscal year 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.

The statement sets down CrowdHouse Energy Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

## **Organisational structure and supply chains**

This statement covers the business activities of CrowdHouse Energy Limited which are as follows:

CrowdHouse Energy completes activities in the renewable energy sector.

The Company currently operates in the following countries:

England  
Scotland  
Wales  
Bulgaria

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking: A activity-based assessment on risk will take place, in which due consideration as to the probability of such an activity giving rise to the potential for Modern Slavery to take place, by way of a 5 by 5 matrix.

## **High Risk Activities**

The following activities are considered to be at high risk of modern slavery or human trafficking: Subcontract installation works and International Courier activities.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: the HR Manager is responsible for creating and reviewing policies. The process by which policies are developed is based on a

holistic approach whereby measures and policies are deemed to be appropriate to the business need and activity.

- 1.2 Risk assessments: the SHEQ Manager is responsible for risk assessments in respect of human rights and modern by a process of assessing the activity on merit, seeking to establish risk through a 5 by 5 matrix, considering the probability and impact.

## Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires our Modern Slavery champions to complete an online training course to learn how to spot the signs of Modern Slavery, identifying at risk groups or vulnerable people and reporting.

## Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Company Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

## Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners **AND** evaluating the modern slavery and human trafficking risks of each new supplier **AND** invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

## Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including requiring all relevant staff to have completed training on modern slavery.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Richard Blackwell

Position: CEO

Date: 16/03/2023

Signature: