



## **Modern Slavery Statement for 2023/2024**

Aptus Utilities Limited is a multi-Utility company with branches across the UK.

This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps that Aptus Utilities are taking to ensure that modern slavery/human trafficking is not taking place within our business.

Aptus Utilities has a zero approach to any form of modern slavery and will address the risk of slavery/human trafficking within operations and our supply chain. We are committed to acting ethically and with integrity to ensure effective systems and controls are in place to safeguard against any form of slavery.

Aptus Utilities and its associated partners will safely deliver and maintain gas, electricity, water supplies and street lighting to our customers across the UK. With expertise and experience across our chosen industries, we provide turnkey solutions including design, feasibility, planning, construction, and proactive network intervention. We aim to build long term sustainable relationships with suppliers encouraging good industry practices.

### **Our policy**

Aptus Utilities acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

We check all individuals on the Employers' Right To Work Checklist on the government website to ensure they are fully compliant.

As part of our due diligence processes into slavery/human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Aptus Utilities will not support, deal or work with any business knowingly involved in slavery or human trafficking.

The Company Directors/Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources e.g. training and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

The company operates the following policies to ensure our business is operating to high standards:

- Equality and Diversity
- Dignity at Work
- Fraud and Malpractice

### **Recruitment and Selection**

The Company ensures all employees are entitled to work in the UK prior to commencing employment. Each employee receives an induction which covers essential information including our policies and procedures.

A copy of this statement, copy of the Modern Slavery policy along with the above policies is accessible to all employees electronically and can be obtained from the HR department upon request.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where breached. Additional policies and procedures will continue to be reviewed to ensure that this statement is understood and communicated to all levels of the business and will be regularly reviewed by the Directors to ensure suitability and relevance to business activities. This statement takes into account, and supports, the policies and procedures and requirements of ISO 9001, 14001 and 45001.



Lisa Kerford

Managing Director

1<sup>st</sup> March 2023