

MODERN SLAVERY POLICY

This policy is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Powertherm Contract Services Ltd has taken, and continues to take, to ensure that modern slavery and human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The company has a zerotolerance approach to any form of modern slavery and we are committed to acting ethically, with integrity and transparency, in all business dealings.

Our business

The company is a multi-discipline industrial service provider to the power generation and petrochemical industries. Our national services require us to use a broad range of suppliers.

Our high-risk areas

The company has assessed its operations and has not identified any high-risk areas at the time this policy was implemented. This will be closely monitored and reviewed, and immediate action will be taken if any high-risk areas are found at a later date.

Our policies

We operate a Supplier Control Process and maintain an approved supplier list. We conduct due diligence on all suppliers before allowing them to provide us with products and services, including on-site audits where appropriate. Our Supplier Assessment Forms require all potential providers to confirm that they:

- Have checked their supply chain so as to ensure no child or slave labour is used in any way to produce the products, and the goods are sourced/manufactured ethically.
- Have completed suitable and sufficient checks on their employees to address the right to work in the UK.
- Are responsible for checking the products are suitably assessed as not being Counterfeit, Fraudulent, Suspect Items (CFSI) as supplied.
- Provide equality and fairness for all of their employees, encourage diversity and prevent discrimination.

In addition, we require suppliers to confirm to us that they:

- Have taken steps to eradicate modern slavery within their business;
- Hold their own suppliers to account over modern slavery;
- Pay their employees at least the national minimum wage/national living wage [UK suppliers];
- Pay their employees any prevailing minimum wage applicable within their country of operations [international suppliers];
- Understand we may terminate the contract at any time should any instances of modern slavery come to light.

Training

We conduct training for our purchasing team so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within the supply chain.

Performance indicators

The effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain will be apparent if no reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.

Signed on behalf of the Directors:



Print Name: Paul Ashton

Position: Managing Director

Date: 22nd May 2026