

MODERN SLAVERY POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

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1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd operates a zero tolerance approach to modern slavery, servitude, forced labour and human trafficking in its business and its supply chain, consistent with the Modern Slavery Act 2015. Although the Company's turnover is below the threshold for a statutory statement under section 54, it applies the standards voluntarily.

2 COMMITMENTS

- 2.1 The Company will:
- (a) verify identity and right to work for every person it engages, and pay at least the applicable statutory minimum directly to the worker;
 - (b) never retain identity documents, charge recruitment fees, or use labour providers who do;
 - (c) engage sub-contractors and suppliers only where they meet equivalent standards, and include anti-slavery obligations in engagement terms;
 - (d) remain alert to indicators of exploitation on sites and in the supply chain; and
 - (e) report any suspicion to the Managing Director, the Gangmasters and Labour Abuse Authority or the police, and support any victim identified.

3 NON-COMPLIANCE

- 3.1 Breach of this policy by an employee is a disciplinary matter which may amount to gross misconduct. Breach by a sub-contractor is a breach of their terms of engagement.

4 REVIEW

- 4.1 This policy is reviewed at least annually by the Managing Director and following any incident or change in legislation or the business, with changes recorded in the version history.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: A stylized, cursive signature in black ink that reads "Shaye Grant".

Shaye Grant, Managing Director Date: 22nd July 2026