

# **Sustainable Energy Limited Slavery and Human Trafficking Statement**

## **About us**

Sustainable Energy Ltd (SEL) is a specialist low-carbon and district energy consultancy. We provide impartial advice from a team of engineers, designers, and specialist energy sector consultants. With 25 years of energy sector experience, our unique blend of technical and commercial knowledge delivers a pragmatic and creative approach to delivering energy projects. Our principal clients are public organisations and private companies.

## **Our commitment**

SEL is committed to preventing modern slavery in its business and supply chains. We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships.

## **Our supply chain**

We predominantly work within the engineering design consultancy services industry as professional service providers. As a result, we have assessed our risks of Modern Slavery and Human Trafficking to be low.

## **Due diligence**

Our mission to provide high-quality services requires us to carefully select our suppliers. While our supply chains are limited, we have strategically chosen a narrow range of UK suppliers who meet our high standards for quality and ethics.

All suppliers will undergo a thorough manual due diligence screening process to ensure the compliance to the Modern Slavery Act of our supply chain providing goods and services to SEL. This includes requirement for suppliers to confirm their compliance to relevant regulatory requirements with regards to modern slavery if they are a relevant organisation captured by the Modern Slavery Act.

## **Our action plan**

We have relevant policies in place to ensure that our employees and suppliers are aware of our commitment to preventing modern slavery. We provide training to our employees and suppliers to ensure that they understand the risks of modern slavery and how to identify and report any potential cases of modern slavery.

Our recruitment processes are in line with modern slavery and human trafficking legislation. We ensure that potential employees share our values and behaviours, and have the necessary skills to perform the role they have applied for and have done so under their own free will. We also conduct right-to-work checks, and employment is subject to them having the legal right to work in the UK.

We have an action plan in place to address any potential cases of modern slavery in our business and supply chains. We engage with stakeholders including our employees and our supply chain to ensure that we are aware of any potential risks of modern slavery and to seek their input on how we can improve our approach to preventing modern slavery.

Please, see below for our action plan:

- Providing awareness training to all of our staff on the Modern Slavery Act 2015 which is required to be completed annually (via our online training provider IHASCO)
- Continuing to take action on the zero tolerance policy towards modern slavery
- Reviewing our policies at least annually to incorporate modern slavery risks and prevention as part of our procurement process
- Ensuring that staff involved in procurement and recruitment receive training on modern slavery

As a small organisation, we will review our effectiveness in ensuring that slavery and human trafficking is not taking place in our business or supply chains through our annual review.

### **Our policies in relation to the Modern Slavery Act 2015**

In addition to our commitment above, we also have the following policies in place to ensure a non-discriminatory and respectful working environment. These policies are available to all staff through our Group Office system and form part of our staff induction procedures.

- Anti-corruption and Bribery Policy
- Whistleblowing Policy
- Anti-bullying and Harassment Policy
- Equality & Diversity (Equal Opportunities) Policy

This statement has been approved by the Board of Directors and will be reviewed and updated annually.



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**Chrissy Woodman**  
**Sustainable Energy Limited, Director**  
**Date: 3rd January 2024**