



Modern Slavery & Human Trafficking Statement

This statement sets out the steps that we, Phoenix ME Limited and any subsidiaries have taken to understand potential modern slavery risks related to our business, and to put in place procedures aimed at ensuring there is no slavery or human trafficking in our own business or that of our supply chain.

Phoenix are a specialist Mechanical and Electrical contractor operating primarily within the London and South East region.

Slavery and human trafficking can take many forms, including (but not limited to) servitude and forced/compulsory labour, all of which have in common the deprivation of an individual's liberty by another in order to exploit them for commercial or personal gain.

We have a zero tolerance approach to modern slavery and human trafficking and as per our Corporate Social Responsibility Policy we are committed to acting ethically, professionally and with integrity in all our business dealings. We expect the same standards from all members of our supply chain

We have longstanding relationships with our supply chain, the majority of which is made up of UK based companies, who provide us with mechanical and electrical materials and fittings, we also engage UK based subcontractor organisations to carry out works and / or provide services on our sites. However, we do contract with suppliers from (or who operate) in other jurisdictions

The biggest risk of slavery and human trafficking within our supply chain comes from companies whose operational and procurement activities are outside of our direct control. For those companies we operate a pre-qualification questionnaire which covers a number of working conditions including equality and health, safety and environment. To further mitigate risks, we have in place a system to encourage reporting of concerns contained within our Whistleblowing Policy & procedure

We have reviewed the commercial agreements we have in place, and where appropriate, are amending them to require compliance with the act and for them to ensure that any of their suppliers or subcontractors act in accordance

Phoenix ME and any subsidiaries will not deal with or support any business knowingly involved in slavery or human trafficking.

To ensure a high level of understanding of the potential risks in our business and our supply chain we provide awareness training to employees responsible for assessing suppliers standards and all Directors have been briefed on the subject

We do not currently have KPI's that specifically relate to slavery or human trafficking as any instance discovered would be deemed non-compliance and a breach of employment law, our employment practices or company policies.

This statement has been approved by our Board of Directors and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year

A handwritten signature in blue ink, appearing to read "Alan Tarrant".

Alan Tarrant
Managing Director
Phoenix ME