

Introduction

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

Our Policies on Slavery and Human Trafficking

Aventus Energy Ltd are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Commitments

Aventus Energy Ltd will adhere to the following principles in respect of our personnel;

- We will treat all personnel fairly and honestly, regardless of where they work. All personnel will have agreed terms and conditions in accordance with local law or practice and will be given appropriate job skills training.
- We will pay a fair wage reflecting local markets and conditions. We will always meet any national minimum wage.
- Working hours shall not be excessive. They shall comply with industry guidelines and working time regulations
- We will not employ illegal child labour, forced or bonded labour, forced overtime or condone illegal child labour.
- We will not contribute to human trafficking, or employ labour associated. We will report to authorities any suspected cases of human trafficking or offers thereof, in compliance with disclosure obligations under the Modern Slavery Act 2015.
- We will not aid or abet slavery, servitude or forced compulsory labour, or tolerate the counselling or procuring of this, any suspected cases will be reported to authorities in compliance with disclosure obligations under the Modern Slavery Act 2015.
- Personnel have the rights of freedom of association and collective bargaining. We respect the right of our personnel to choose whether or not to join a trade union without influence or interference from Management
- We will abide by the non-discrimination laws in every country where we operate.
- We will not use or condone the use of corporal punishment, mental or physical coercion or verbal abuse. We have disciplinary procedures for any member of personnel whose conduct falls below the required standard.
- We have formal grievance procedures through which staff can raise personal and work-related issues.
- Personnel welfare will always be of the utmost importance

Supplier Adherence to Our Values

Aventus Energy Ltd have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Further Steps

We will review and update our supply documents to ensure greater transparency of our supply chain.

We will investigate any report we may receive in respect of modern slavery taking place in our supply chain.



Ross Thomson
Managing Director

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