

Slavery and Human Trafficking Statement



ineco

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 31 July 2024.

Organisational structure, business and supply chains

We design, supply, install, service, and maintain renewable energy and low-carbon technology solutions, including commercial solar, LED lighting, battery storage, and solar carports. Ineco is an independent company operating solely within the UK.

Our head office is based in Warwick, with two additional offices located in Windsor and Newport.

The companies within our supply chain that we engage with are either UK-based distributors or manufacturers of the products we require.

Policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This 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 within our supply chains. We ensure that all suppliers we use are made aware of our policy and comply with equally high standards.

Due diligence

We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit from outside the UK or use agency workers.

Assessing and managing risk

As a business we regularly evaluate the level and nature of any risks of modern slavery or exploitation, in both our own practices and those of our supply chain. We have a

whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

Effectiveness in combating slavery and human trafficking

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Training

We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.

A handwritten signature in black ink, appearing to be 'A. Rose', is placed over a light grey grid background.

Angus Rose

Director

3rd September 2024



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business and a better world



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