

Introduction

Power Grid Civils Ltd is committed to delivering high standards of corporate governance and a key element of this is managing the company in a socially responsible way. The Company aims to employ the highest ethical and professional standards; along with ensuring we are in compliance to all law's regulations applicable to our business.

Power Grid Civils has a zero-tolerance approach to modern slavery. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour (including child labour) and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Power Grid Civils also expect the same high standards which we set for ourselves from all those we engage with through our business activities, such as our contractors, suppliers and customers.

This policy applies to all persons working for us or on behalf of the Company in any capacity, including employees at all levels, agency workers, volunteers, work placements, contractors, external consultants, third-party representatives and business partners.

Aims

We are committed to the following:

- Acting ethically and with integrity in all our business dealings and relationships.
- Ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act.
- Ensuring that there is no modern slavery, human trafficking or child labour in any part of our business and so far as is practicable, requiring our suppliers to hold a similar ethos.
- Ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery, in whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Power Grid Civils Managing Directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those within our organisation and engaged in our business activities comply with it.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

All those engaged with our business activities are expected to take a shared responsibility for the implementation of this policy. A breach of this policy must be notified to your immediate manager immediately or reported in accordance with our whistleblowing policy as soon as possible.

We encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery in any form is, or may be taking place in our business or supply chains.

Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such

treatment, you should inform your Department Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

Breaches

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

This policy will be reviewed periodically, following a Modern Slavery report or as laws and/ or regulations require.

Signed: 
Lisa Colton (Managing Director)

Date: 4/4/22