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ENKARDIA LTD

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MODERN SLAVERY POLICY STATEMENT

(Effective: Modern Slavery Act Transparency Statement)

Conforms (in Part) to: UK Modern Slavery Act:2015

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ENKARDIA Limited

Modern Slavery Policy Statement

INTRODUCTION:

Enkardia Ltd is a privately owned SMB (less than 9 employees) established in 2012 primarily to provide professional engineering design services to the utility and process engineering sectors. We work within a diverse supply chain and recognise that each entity in this supply chain has a duty to respect human rights. We continue to develop management systems modelled upon the ISO standards aimed at delivering continuous improvements over time.

Slavery, servitude, forced labour and human trafficking (modern slavery as defined in the UK Modern Slavery Act 2015) are infringements of human rights which have a profound, negative impact on people's lives. Enkardia Ltd has a zero-tolerance approach to modern slavery of any kind and is fully committed to sound governance standards.

Whilst Enkardia Ltd in its daily business is unlikely to experience acts of modern day slavery occurrence as an SMB, we nonetheless understand that through our role as an employer, professional service provider and business partner we can potentially impact the lives of people we employ direct or through agencies. We therefore recognise our responsibility to respect the human rights of those employed.

We further recognise, as an engaged service provider within our Clients supply-chain management (SCM), on behalf of their stakeholders, there is an inferred duty on us to remain vigilant to any signs of modern slavery practices taking place.

OUR POLICIES:

Enkardia Ltd is therefore committed to actively and systematically evaluating (potential) human rights impacts, within our sphere of influence and take action where needed to ensure our impacts on people's lives are as positive as possible.

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 business or that of our suppliers, where we have identified that our greatest risk lies.

The Company Directors take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place as a consequence of Enkardia Ltd's engagement or actions.

DUE DILIGENCE:

Enkardia Ltd will review the policy statement and the controls undertaken by any supplier / staff agency engaged as part of its on-going business. Including third-party agency checks and 'Employers Right to Work' assessments for all candidates put forward, as required. The level of management control required for these reviews will be periodically monitored to remain consistent and proportionate to our size and operational reach.

Enkardia Ltd will not support or deal with any business knowingly involved in slavery or human trafficking.

OUR EFFECTIVENESS:

Enkardia Ltd will review any concerns raised by any parties, if reports are made, which could imply infringement of the Act and address such concerns as necessary.

This statement is made pursuant to Section 54(2) of the Modern Slavery Act 2015. Under this Section Enkardia Ltd with a turnover of less than the present criteria of £36m, is not required to submit an annual statement, nonetheless due to the heinous and unethical nature of the crime we felt compelled to demonstrate our commitment to the Act and volunteer this policy statement accordingly.

The Policy Statement review date is: 15th Jan 2025ⁱ

Signed: C.Cannings (Director)

Date: 15th Jan 2020

ⁱ Or sooner, based on need or changes to current legislation.