

Modern Slavery and Human Trafficking Statement

Financial Year 2018/19

The Renewable Energy Company Limited (trading as Ecotricity) is a leading British green energy company and the first green energy company in the world.

Ecotricity's purpose in life is the environment and to promote sustainable living in all its forms. We do not just 'try' to reduce our impact, it is what we do – it is in our DNA.

We power more than 200,000 customers across Britain from our growing fleet of wind and sun parks. Ecotricity is also investing in green gas mills and energy storage facilities.

We are a not-for-dividend company – so our profits go into our mission to change the way energy is made and used in Britain. This unique business model helps turn 'bills into mills'.

Our mission is to create a greener Britain – working across the three frontiers of energy, transport and food.

Company Structure

We are part of the Ecotricity Group Limited (Ecotricity Group) and our work extends beyond the boundaries of a traditional energy company. Our structure includes numerous Ecotricity Group subsidiaries, including amongst others: the Electric Highway Company Ltd, Britain's national network of electric vehicle charging points; Green Devils Ltd, our new venture aiming to take super healthy vegan food to schools; Britwind Ltd, our small wind company; and The Green Britain Foundation, a charitable arm set up to pursue our vision of a Green Britain. Also part of our group is the world's leading sustainable and vegan football club, Forest Green Rovers.

Supply Chains

We are committed 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.

We are an expanding business and so we acknowledge that as our areas of activity and suppliers increase, we need to pay close attention to the risk of slavery and human trafficking in our supply chains.

We are careful about who we work with and who our partners are, too. We do not work with any organisations directly involved in anything we consider to be unethical, immoral or just plain wrong. Organisations are subject to rigorous assessment and approval before they are placed on our list of trusted contractors and suppliers, which can then be used within our company.

Our contractors and suppliers are reviewed on a regular basis. Our reviews include researching country of origin, their sector of activity, and the length of the business relationship – in order to assess the areas of highest risk for us.

We have also recently employed a Procurement Officer whose role includes making sure all suppliers follow our ethical and environmental ethos.

Due Diligence, Existing Policies and Risk Assessments

Our ethos is to reduce the impact of our own activities by encouraging and pursuing behavioural change from both inside and outside the company. As a result, we attract employees who share our values and strive to achieve our ethos in their working lives, whilst making sure organisations we interact with share our values too.

Slavery and servitude do not take place in any of the Ecotricity Group businesses and we have policies in place to ensure they never will. We have in place procedures to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers
- Promote equality

These policies and procedures promote the health and wellbeing of all our employees and help us to investigate any employee concerns safely, promptly and confidentially.

We are committed to continually reviewing all of our employee-related policies to ensure that they are compliant with modern slavery guidelines.

Measuring Effectiveness

Once we have conducted our latest review, the results are used to create internal policies and procedures that specifically help to combat and reduce the risk of modern slavery and human trafficking in our business and supply chains.

Training for Staff

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 our staff.

All new employees attend a two-day group training workshop, which includes the companies' ethos and interacting with trusted organisations.

Additionally, our dedicated 'People Team' are trained to deal with any employee concerns safely, promptly and confidentially.

Subsidiaries of Ecotricity

Ecotricity Group contains many smaller companies that do not fall within the remit of the Modern Slavery Act requirements, but we ensure that each and every one of them is still subject to the same policies and procedures. In this way, we're endeavouring to ensure that modern slavery and human trafficking does not take place in any of our supply chains or businesses.

Ecotricity's Own Business

Overall, the steps we're currently taking, and our continuing review and improvement of supply chain management, will help us to ensure that slavery never has a place in Ecotricity Group.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year 2018/19.

This statement has been approved by the Board of Directors.



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Paul Sands (Director)

Dated: 20TH MAY 2019
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