



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Omexom UK and RoI
2022



Introduction from the Board of Directors of Powerteam Electrical Services (UK) Limited, trading as Omexom:

It continues to be a priority for Powerteam Electrical Services (UK) Limited, hereinafter Omexom, to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during the financial year ending 31st December 2022 to combat modern slavery in our organisation and supply chain.

Organisation's Structure

We are a brand of VINCI Energies dedicated to energy transition positioned across the entire value chain, from generation to transmission and distribution grids and the final customer's meter. We are a part of the VINCI Energies Group (Group), and our ultimate parent company is VINCI SA. VINCI SA has its head office in France. The Group has over 90,000 employees worldwide and operates in over 53 countries across the globe.

The Group has over €16.7 billion in revenue. The global Omexom brand employs 23,500 people worldwide across 37 countries.

Our Business

Our business is organised into 8 business units who provide electrical infrastructure construction and refurbishment services to electricity distribution network owners and wind-farm developers. Omexom's expertise includes power, transmission, substations, distributions and territorial engineering.

We only employ agency workers through reputable employment agencies that adhere to our anti-slavery and human trafficking policies or their equivalent.

We vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices and include anti-slavery and human trafficking provisions in all our contracts with suppliers.

Our Supply Chains

Our supply chain is an integral part of our delivery capability to our clients and all our suppliers are required to complete our Supplier Pre-Qualification Questionnaire which is hosted by Builders Profile. Suppliers must confirm that procedures and processes are in place to ensure compliance with their obligations under the Modern Slavery Act 2015 including records of any notice served upon it regarding the same. Such requirements flow down to the supplier's supply chain.





Our Policies on Slavery and Human Trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Anti-slavery 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. We also have the following policies in place relevant to modern slavery, which we continuously review and update:

- VINCI Manifesto
- VINCI Code of Ethics and Conduct
- VINCI Guide on Human Rights
- VINCI Anti-Corruption Code of Conduct

Due Diligence Processes for Slavery and Human Trafficking

Having assessed the risk of modern slavery and human trafficking within our business, we have determined that the risk remains low. We operate mainly in the United Kingdom and the Republic of Ireland, and follow the laws with regard to recruitment and employment. Employees all have a contract of employment that sets out job responsibilities, pay and the expected hours of work. As part of our initiative to identify and mitigate risk we ensure that all staff are appropriately vetted and that all are paid via bona fide bank accounts and no payments made in cash

We understand that the following areas give rise to the highest modern slavery risks:

- Working in the contracting industry
- Use of site operatives on client projects including unskilled labour
- Materials produced overseas

We also have in place systems 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

Supplier Adherence to our Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of:

- Rigorous procurement standards and supplier onboarding
- Membership of the Procurement Skills Accord
- Annual review of top ten suppliers
- Ensuring clauses regarding modern slavery are included with third parties, including customers and suppliers

We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Human resources
- Procurement

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 our staff.

Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Annual review of our suppliers via our Group Procurement department
- We received no reports of any indices of modern slavery during the financial year ending 31 December 2022 within our own business or our supply chain, and therefore no investigations or remedial activities were required

Planning Ahead

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Training of employees
- Reviewing supplier onboarding processes
- Ensuring contractual obligations are included in all our agreements

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 ending 31st December 2022. It was approved by the board of directors of Powerteam Electrical Services (UK) Limited, trading as Omexom, on 31/03/2023.

Simon Innis
Director – Omexom UK & Rol

