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	Revision	3				
	Date	Dec 22				
	Client Reference	N/A				

# Enable Group Modern Slavery Statement 2022-23

This statement applies to Enable Infrastructure, Enable Design, Enable Hire and Enable Resourcing as part of the Enable Investment Holdings Limited group ("The Enable Group") for the year ending 31<sup>st</sup> March 2023.

The Enable Group is a group of award-winning SME businesses operating in the UK which provide complete in-house solutions ranging from design and survey to plant and tools and civil & electrification construction and labour supply.

Our supply chain is not complex with most bulk construction materials procured in the UK directly from well-established national suppliers who themselves have issued statements under the Modern Slavery Act.

## Our Modern Slavery Policy

The Enable Group does not tolerate modern slavery in our business or in our supply chain. We recognise that high levels of integrity are required in the procurement of people, goods and services. We are also committed to ensuring that there is transparency in all our business operations and expect the same approach to be taken by all our suppliers, subcontractors and other business partners.

We have worked closely with recognised experts in the field of modern slavery to create a comprehensive Modern Slavery Policy which we are confident will prevent or minimise modern slavery in our organisation and within our supply chains, this policy is linked to the existing whistleblowing and grievance policies.

## Due Diligence Processes

The Enable Group acknowledges that the risk of modern slavery is present in the construction sector in the UK, particularly when temporary staff recruited via third party recruitment agencies are involved. To manage this part of our supply chain, we have established close working relationships with a number of national and local recruitment agencies in the UK.

We believe the three key areas where risks exist are: payroll, recruitment of temporary manual staff, and procurement of raw materials. Specific actions to prevent or minimise the risk of modern slavery in these areas have been identified and implemented and are detailed in our Modern Slavery Policy.

## Risk Assessment and Management

A detailed risk assessment audit has been conducted around the key activities of the organisation and current risks mapped and measured. A number of mitigating actions have been identified and are being introduced to further reduce the risks identified. This will be an annual process. A comprehensive modern slavery action plan has been drawn up and is being implemented.

## Key Performance Indicators

A number of key performance indicators (KPIs) have been identified which will drive the effectiveness of this policy. Progress against the action plan and the KPIs will be reported to the board of the Enable Group by the Chief Operating Officer on a quarterly basis.

- All staff to complete Modern Slavery Online Awareness Training

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## Training

Key directors and managers of the company have received in-depth training to understand what modern slavery is and how it can affect the business.

Training on this policy, and on the risks that the Enable Group faces from modern slavery in its supply chain, will be provided as part of the induction process. In addition, on-site supervisors and some national/regional/head office roles will be required to complete training on modern slavery.

## Governance

This statement has been approved by the Enable Group Board of Directors for publication on 6<sup>th</sup> December 2022.

*Stuart Jackson*

**Chief Operating Officer**

*December 2022*

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