

 H&MV ENGINEERING <small>HIGH VOLTAGE SPECIALISTS</small>	MODERN SLAVERY AND HUMAN TRAFFICKING			Page:	1 of 3
	STATEMENT				
	QAP 00 QWI 01-D-04	Version	02	Approved:	13-Apr-2018
	Owner:	CHIEF EXECUTIVE OFFICER	Review:	3 Years	

Introduction

This statement sets out H&MV Engineering Ltd. actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year [1 April 2018 to 31 March 2019].

As leading specialist in High Voltage Transmission and distribution systems, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of H&MV Engineering Ltd.

H&MV Engineering is a trusted name in the electric power transmission industry. Established in 1997, we have quickly become a leading specialist in high voltage transmission and distribution systems.

Our leading position on the market allows us to expand our services worldwide – we’re currently present in Europe and Asia, exploring further possibilities to expand and finding ways to leverage the experience we gain internationally

Countries of operation and supply

The organisation currently operates in the following countries:

- Ireland, United Kingdom, Norway, Sweden, The Netherlands, South Africa, Saudi Arabia and India

The following activities are considered to be at risk of modern slavery within H&MV Engineering Ltd. and the list will be reviewed and updated from time to time:

- Use of staff by subcontractors or suppliers to H&MV, where the suppliers’ processes are not compliant
- Employment of sub consultants, suppliers and sub-contractors by H&MV, where their work practices may be non-compliant

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Our policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Whistleblowing Policy H&MV is committed to the highest standards of openness, probity, and accountability, as well as the highest possible ethical standards in all of its practices. To achieve this, it encourages staff to use internal mechanisms for reporting any malpractice or illegal acts or omissions by its employees. We therefore view it as extremely important to have a mechanism in place to enable staff to voice concerns in a responsible and effective manner.

Equal Opportunities H&MV is an Equal Opportunities Employer. As such it is committed to Equality of Opportunity for existing and potential employees. The purpose of our Equal Opportunity/Diversity Policy is to create a workplace which provides for Equal Opportunities for all staff and potential staff and where their dignity is protected and respected at all times.

Recruitment and Selection H&MV will select those suitable for employment solely on the basis of merit. Any job advertisements, application forms and publicity material will encourage applications from all suitable candidates and will not discriminate intentionally or unintentionally against any group or individual on any unjustifiable grounds. The objective is to ensure that all candidates have Equality of access to all job vacancies.

Supplier code of conduct H&MV is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

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 relevant members of staff. All Directors have been briefed on the subject.

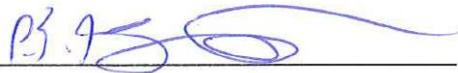
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Our Performance Indicators

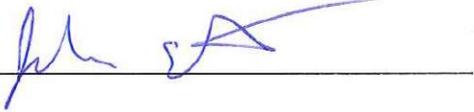
We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

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

Signed: 
Director

Date: 13-04-18

Signed: 
Director

Date: 13/04/2018