



## Modern Slavery Statement

This Modern Slavery Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31st March 2023.

### Introduction

E (Gas and Electricity) Ltd, part of the Bayford Group, have been supplying gas and electricity, predominantly to prepayment customers, since 2014.

Our aim is to ensure there is no modern slavery or human trafficking within our own business activities or those of the supply chains with whom we work

### Our Policies

All our employees have access to our Whistleblowing policy via a secured shared area. The Whistleblowing policy provides employees with information on how they can report any concerns which may relate to either our own direct activities or those of our supply chains or partners.

The Whistleblowing Policy is reviewed annually and will be amended where required to ensure its continued suitability.

Signed

**Claudia Proffitt**  
Managing Director

On behalf of E (Gas and Electricity)

### Due Diligence

We consider ourselves at E (Gas and Electricity) Ltd to be relatively low risk in regards to modern slavery and human trafficking, however we remain committed to ensuring that our own activities and those of our supply chains remain free from such activities.

Our business is reliant upon our supply chains; however, we expect all our suppliers and partners to be compliant with the Modern Slavery Act 2015. As such, all our suppliers and partners should have suitable policies and procedures in place to prevent modern slavery and human trafficking from occurring within their operation. Wherever possible, we visit supplier's premises for regular meetings and would terminate our relationship with any business found to be in breach of the Modern Slavery Act 2015.

### Recruitment

Any persons seeking employment with E will have their original, relevant documentation checked by our recruitment / HR team to confirm their identity and ensure they have the right to work. All our employees are paid, as a minimum, the National Minimum Wage.

### Training

We recognise that training our employees around the risks of modern slavery and human trafficking will increase their awareness, therefore all our induction courses contain a module around modern slavery and human trafficking.

### What's Next?

We will continue to raise awareness within our business and have the following planned during the 2023/24 financial year:

- Continue to complete employment checks for any persons seeking employment with E
- Review our Whistleblowing Policy
- Raise awareness within our business by delivering a modern slavery and human trafficking module during our induction courses

We will regularly review our Modern Slavery Statement and update when required. Our Modern Slavery Statement was reviewed by our Directors in September 2023.