



modern slavery statement

This statement is made on behalf of Everflow and its subsidiaries pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act) and constitutes the Group's slavery and human trafficking statement for the period until 31st March 2021.

Everflow recognises that modern slavery and human trafficking are significant issues presenting a challenge for businesses. We are committed to improving our practices to combat slavery and human trafficking.

We take a zero-tolerance approach to modern slavery, being committed to acting ethically and with integrity in our business dealings.

1. our policies on slavery and human trafficking

To reflect our commitment to acting ethically and with integrity in all our business relationships, minimising the risk of modern slavery, we have established the following policies: -

- Slavery and trafficking Policy
- Anti-Bribery policy
- Equality & Diversity Policy
- Whistleblowing Policy
- Supplier Code of Conduct

We are also dedicated to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

2. employment practices

We rigorously check all our employees have the right to work in the United Kingdom and are paid at or above the National Living Wage.

We work with our supply chain to ensure similar checks are carried out in relation to temporary and agency workers.

In addition to the employment rights and benefits which are provided to employees, our Contracts of Employment and Company Policies make clear to all employees what actions and behaviours are expected of our people. All employees will be given annual training on modern day slavery policy.

3. our supply chain

Our supply chain includes: -

- Providers of business-critical internal services such as equipment, IT, and software programmes.
- Providers of customer-facing services such as meter readers, water efficiency experts and other value-added service providers.
- Providers of customer engagement services such as field sales agents, brokers, and third-party intermediaries.

4. due diligence process for slavery and human trafficking

To date no instances of modern slavery have been raised within our business or supply chains and we are committed to taking the appropriate steps to ensuring there are no instances of modern slavery within our business and supply chains going forward.

5. reporting concerns regarding slavery or human trafficking

We foster a culture where our people are encouraged to raise concerns about unlawful, unacceptable practices or misconduct and can do so safely without fear of reprisal. We offer our full support to those who raise a concern in good faith. Individuals can confidentially and anonymously report a concern to our HR department

Our Whistleblowing Policy ensures our people know how to raise concerns about any unethical practices within our business or supply chain without fear of recrimination.