



Modern Slavery and Human Trafficking Statement

Organisation Structure, Business and Supply Chains

AC Electrical (North) Ltd forms part of the AC Group, providing electrical installation, maintenance, and associated services across the United Kingdom.

The organisation operates within the construction and electrical services sector and works with a network of suppliers, subcontractors, labour providers, and service partners to deliver projects to clients.

Our supply chains may include:

- Electrical materials suppliers
- Construction and building service contractors
- Temporary labour providers and recruitment agencies
- Professional service providers
- Equipment and tool suppliers

AC Electrical (North) Ltd recognises that modern slavery and human trafficking can occur in supply chains and is committed to ensuring that its operations and supply chains remain free from such practices.

Policies in Relation to Slavery and Human Trafficking

AC Electrical (North) Ltd maintains a zero-tolerance approach to modern slavery and human trafficking.

The company is committed to acting ethically and with integrity in all business dealings and relationships and implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

Relevant company policies supporting this commitment include:

- Modern Slavery and Human Trafficking Policy
- Prevention of Illegal Working Policy
- Recruitment and Employment Procedures
- Whistleblowing Policy
- Equality and Diversity Policy

These policies reflect our commitment to:

- Fair and lawful employment practices
- Compliance with immigration and employment law
- Treating all workers with dignity and respect
- Providing channels for reporting concerns

Due Diligence Processes

AC Electrical (North) Ltd undertakes due diligence when engaging employees, subcontractors, and suppliers to mitigate the risk of modern slavery.

Our processes include:



- Conducting **right-to-work checks** on all employees before employment commences in accordance with UK legislation
- Working only with reputable **recruitment agencies and labour providers**
- Ensuring employment contracts clearly define terms and conditions
- Ensuring workers are free to leave employment in accordance with contractual agreements
- Monitoring suppliers and contractors to ensure compliance with legal and ethical standards
- Investigating any concerns raised regarding labour practices

Risk Assessment and Risk Management

AC Electrical (North) Ltd recognises that certain areas of the construction and labour supply sector may carry increased risk of modern slavery.

Potential risk areas include:

- Use of temporary or agency labour
- Subcontracted labour within construction projects
- Supply chains for materials sourced internationally

To manage these risks, the company:

- Conducts due diligence on new suppliers and labour providers
- Works with suppliers who demonstrate ethical labour practices
- Monitors working conditions on sites and projects
- Encourages reporting of any concerns through internal channels

Where risks are identified, the company will take appropriate action including investigation, engagement with suppliers, or termination of supplier relationships where necessary.

Measuring Effectiveness

AC Electrical (North) Ltd monitors the effectiveness of the steps taken to ensure modern slavery and human trafficking are not taking place within its business or supply chains.

Key performance indicators may include:

- Completion of right-to-work checks for all employees
- Monitoring supplier compliance with ethical standards
- Investigating and addressing any reported concerns
- Periodic policy reviews to ensure compliance with legislation

The company's management team reviews policies and procedures periodically to ensure they remain effective.

Training and Awareness

AC Electrical (North) Ltd provides awareness and guidance to relevant employees regarding modern slavery risks.

Training and awareness activities may include:

- Information provided to management and HR personnel responsible for recruitment
- Guidance on identifying indicators of modern slavery
- Awareness of reporting procedures and whistleblowing channels
- Updates on legal obligations relating to employment and labour practices



This ensures employees understand how to recognise and report potential modern slavery concerns.

Group Statement

Where this statement is published on behalf of a **group of companies**, it applies to all relevant organisations within the AC Group that meet the reporting criteria under the **Modern Slavery Act 2015**.

The statement covers the steps taken to prevent modern slavery within:

- AC Electrical (North) Ltd
- Any applicable parent or subsidiary organisations within AC Group

This statement will be **published on the UK website(s) of all organisations covered by the statement** where required.

Signed

AC Knowles

Adrian Knowles
Managing Director

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