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Modern Slavery Statement - Envair Technology

1. Introduction

Envair Technology is committed to preventing modern slavery and human trafficking in all areas of our business operations and supply chains. This statement outlines our approach to safeguarding human rights, promoting ethical labour practices, and ensuring compliance with the Modern Slavery Act 2015. It applies to all individuals working for or on behalf of Envair Technology, including employees, agency workers, contractors, suppliers, and partners.

2. Understanding Modern Slavery

Modern slavery refers to serious human rights abuses including slavery, servitude, forced or compulsory labour, bonded labour, child labour, and human trafficking. These practices are criminal offences and fundamentally incompatible with our values. Envair Technology recognises the importance of identifying and addressing risks across both our organisation and our supply chains.

3. Our Commitment

Envair Technology maintains a zero-tolerance approach to modern slavery and human trafficking. We are committed to:

- Preventing modern slavery within our business and supply chains.
- Ensuring all individuals working for or with us understand and support this commitment.
- Promoting a culture where concerns can be raised safely and without fear of retaliation.
- Taking prompt action to investigate and address any potential risks or incidents.

4. Ethical Supply Chain and Risk based measures

We take a proportionate, risk-based approach to identifying and managing potential modern slavery risks. Our measures include:

- Conducting due diligence and supplier risk assessments.
- Requiring all suppliers and third-party labour providers to adhere to our Code of Conduct and demonstrate responsible labour practices.
- Embedding anti-slavery expectations and clauses within relevant contracts.
- Reviewing supplier relationships where concerns arise and carrying out audits where risk is elevated.
- Ensuring that recruitment agencies and labour providers comply with our ethical standards.

These steps help ensure that our supply chain partners uphold the same high standards we expect of ourselves.

5. Reporting Concerns and Ensuring Compliance

Everyone working for or on behalf of Envair Technology has a responsibility to help identify and prevent modern slavery. All individuals must:

- Report any suspicion, concern, or evidence of modern slavery.
- Cooperate with investigations where required.
- Support corrective action to address any breaches.

We treat all reports seriously, investigate them confidentially, and act swiftly where non-compliance is identified.

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6. Consequences of breaching this policy

If modern slavery or human trafficking is identified within our operations or supply chain, Envair Technology will:

- Investigate the situation thoroughly while prioritising the safety and wellbeing of affected individuals.
- Work with suppliers to remedy issues where possible.
- Terminate contracts or business relationships where standards are not met or where remediation is not achievable.

7. Communication, Training and Awareness

This statement is supported by Envair Technology's senior management and is communicated across the organisation. We are committed to:

- Raising awareness of modern slavery risks.
- Providing guidance and training where relevant, particularly for staff involved in procurement and supply chain management.
- Reviewing and updating this statement to reflect evolving legislation, emerging risks, and best practice.

8. Legislative Alignment

his statement has been prepared in accordance with the Modern Slavery Act 2015. Envair Technology will continue to monitor evolving statutory guidance and strengthen our processes and disclosures accordingly.

Andrew Ellison

Managing Director