



# Effective Energy Group

## Modern Slavery Policy Statement

Effective Energy Group consisting of Aztec Solar Energy, Effective Home, Effective Solutions, and Max Energy operates nationally providing solutions to save our customers money through energy saving and energy generation while also supporting the UK's drive towards net zero.

Our business utilises both employed and contracted resources while obtaining parts, material, and equipment from a wide supply base with manufacturers located both in the UK and overseas, therefore, we understand that Modern Slavery has a potential to impact our supply chain.

Effective Energy Group is committed to preventing Slavery, Human Trafficking and all forms of exploitation and our Modern Slavery statement is to demonstrate our commitment to acting ethically and with integrity in all areas of our business. We appreciate that slavery, exploitation, and human trafficking are most often not obvious and have potential to exist in a range of environments and therefore we will look to ensure that Modern Slavery doesn't exist in our own business, within our contracted labour and in our parts, material and equipment supply chain.

**Own Labour** - Our recruitment processes are designed to assess potential new staff while our employees have access to confidential support which can be used to raise any concerns that staff may have.

**Contracted Labour** – All companies providing contracted labour and/or installation services undergo a formal appraisal process within which their approach and compliance to the Modern Slavery act is assessed. In addition, compliance is also a requirement of our contractor agreements while our Field and Project Management teams visit our operational sites during which they are alert to the potential for Modern Slavery to be Present.

**Parts, Material and Equipment supply chain** – All our suppliers are UK based companies and therefore subject to the requirements of the Modern Slavery Act which supports reducing the risk of Modern Slavery at overseas based manufacturers. As with our contracted labour compliance with the Modern Slavery act is a requirement of agreements and evidence of their Statements is requested.

Effective Energy Group understands that although our board have ultimate responsibility for Modern Slavery across our business our staff play an important role in Managing Modern Slavery and therefore awareness training will be provided to key roles such as HR, those who purchase material or parts, those who contract labour and those in field-based roles interacting with contracted labour.

**Signed**

**Shaun Adams, CEO**

Reference	MSP 1	Revision	2	Date	May 2024
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