

**Modern Slavery and Human Trafficking Statement
Financial year 2023/24**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Climate Hire Group Limited's Slavery and Human Trafficking statement for the financial year ending June 2023.

This statement outlines Climate Hire Group Limited's actions to understand all potential modern slavery risks related to its business and the steps we are taking to ensure that Modern Slavery or Human Trafficking does not take place within our own business or supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Organisational structure

Climate Hire Group Limited is a Private Limited Company incorporated in England and Wales with registered number 14889025

Our registered office address is:
Unit 1 and 2 Twyford Industrial Estate
Bishops Stortford
Hertfordshire
CM23 3LJ

Climate Hire Group Limited provides temporary HVAC solutions across the commercial and private sector.

We have 10 employees and have an annual turnover of £5 Million.

Climate Hire Group Limited is committed to responsible operations particularly regarding Human rights and has a zero-tolerance policy to Human Trafficking and other forms of Slavery within our organisation and supply chains.

Our Supply Chain

We are committed to monitor both the internal compliance and the compliance of our suppliers in relation to Modern Slavery and Human Trafficking. All suppliers are required to confirm their commitment to ensuring that Human Trafficking and Slavery does not take place within their business before they are able to secure a place on our pre-approved supplier list.

To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme which goes through two assessment procedures:

- Internally – via a sub-contractor assessment form
- Externally – via a sub-contractor assessment form and utilising a pre-existing accreditation scheme, Constructionline.

Due diligence processes and policies for Slavery and Human Trafficking

We are committed to improving our practices to combat slavery and human trafficking.

As part of our commitment to identify and mitigate the risk of Slavery and Human Trafficking within our business we undertake the following actions:

- Identify and assess potential risk areas within our organisation and in our supply chains
- Mitigate the risks of Modern Slavery and Human Trafficking
- Monitor potential risks with our business and supply chain
- Provide relevant training to our employees to promote understanding of the Modern Slavery Act and OCO's zero-tolerance approach to any form of Modern Slavery and Human Trafficking
- Re assess our supply chain on a yearly basis
- Encourage a transparent, open & honest working environment
- Support and protect whistle-blowers

Company Policies:

- Modern Slavery & Human Trafficking policy
- Anti-corruption Policy
- Whistle Blowing Policy
- Recruitment Policy
- Training & Development Policy
- Health & Safety Policy
- Equal Opportunity Policy
- Environmental Policy
- Sustainability Policy

Our Services

Climate Hire Group Limited provide our clients are both site and office based. (All sites and offices are located within the UK only) Our Supply chain provides a variety of professional services and are based within the UK only. None of our suppliers are based internationally or provide services internationally.

Climate Hire Group Limited considers our business to be very low risk in relation to Slavery and Human Trafficking and have not identified any potential risks within our supply chain. As part of our preventative measures, we will continue to implement the actions identified within this statement and will take effective and appropriate measures should we identify any breach of the Modern slavery Act within our business or supply chain.

Approval for this statement

This statement was approved by Director on 5th September 2023

Signed.....

Ryan Morgan, Director

Date: 05.09.2023