



Cable Test Ltd.

Experience coupled with Reliability
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Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the year 2017 - 2021.

The statement sets down Cable Test Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Cable Test Ltd which are as follows:

1. Electrical Inspection and Testing
2. Cable Route Tracing and CAD drawings
3. Cable Fault Location and Repair
4. Asset data collection
5. Structural testing street lighting (NDT)
6. Infrared Thermal Imaging
7. HESA Approved Training
8. Electrical Maintenance
9. ICP Live Jointing (Independent Connection Provider)

The Company currently operates in the following countries:

United Kingdom.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking: Supply chain and material suppliers of good sound judgement and modern slavery statements in place.

High Risk Activities

None of our activities are considered to be at high risk of modern slavery or human trafficking.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: Jamie Berry Managing Director is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practice and adapting to the needs of the Company
- 1.2 Risk assessments: Jamie Berry Managing Director is responsible for risk assessments in respect of human rights and modern by a process of only using key supply chain and sourcing materials from recognised businesses with the same policies in place

- 1.3 Due diligence: Company Secretary is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to raise any concerns by means of informing the Managing Director of any activity that they feel could breach the Act.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** CTLMAIN071 - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Conflict of Interest** CTLMAIN058 – This policy sets down the actions to be undertaken if a conflict is known and how to deal with such an event.
- 2.3 **Anti-Bribery Policy** CTLMAIN049 - The Company's AB policy summarises how we manage our employees and supply chain to lower the risk of bribery that can be linked to modern day slavery acts.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners **AND/OR** evaluating the modern slavery and human trafficking risks of each new supplier **AND/OR** invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business by requesting our supply chain to identify staff they use on our contracts and also to include use of labour monitoring and payroll systems.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Jamie Berry

Position: Managing Director

Date: 26th June 2021

Signature:

A handwritten signature in black ink, consisting of several loops and a long, sweeping tail that ends in a hook-like shape.

Review date 25/06/2022