



inenco

Modern Slavery Act Statement



Statement last reviewed:
February 2024



Our Modern Slavery Act Statement

Inenco Group Ltd are committed to ensuring modern slavery does not exist within its business or supply chains. This statement sets out our approach to assess and mitigate the risk of slavery and human trafficking in our business and our supply chain, in line with the UK Modern Slavery Act 2015.

We constantly strive to develop policies and procedures to manage the way that we obtain goods and services to keep our supply chains robust. We have clear policies and standards in place to safeguard our employees and we firmly advocate transparency and collaboration to eliminate the risks of modern slavery.

Our Organisation

Inenco's focus is on helping our customers achieve better business in a greener world. We have over 50 years of consultancy experience working in energy and utilities management; responding to the changing needs of our customers.

We do this by helping organisations to make the right procurement decisions, effectively manage the complex process of utility billing, provide data and insight that improves operational and financial performance and offer expert consultancy that optimises consumption. We assist our customers to set and implement clear plans that chart a path to addressing the environmental sustainability challenges they face and help them meet the worldwide challenges of global warming and achieving a carbon net zero future.

All this is enabled by having the right systems and processes to manage data at scale and the insight provided by a team of 300 experts.

Our customers include leading organisations across sectors from property, manufacturing, retail, and logistics. We also support the delivery of public sector services with a particular focus on health, social housing, and education.





Countries of operation and supply

Inenco currently operates within the UK with the vast majority of our suppliers and contractors based in the UK. We do work with technology partners operating in Asia and the US (with global support locations) and support a number of clients who operate in mainland Europe. We are in the process of adopting measures to assess compliance within our supply chain and partner network.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. Any suppliers deemed to be “higher-risk” will be audited, in line with our commitment to embed a positive and ethical culture in all our business relationships.

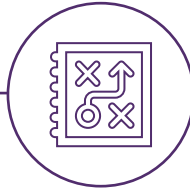
Continuous Improvement

While we believe that we have established a strong baseline in combatting Modern Slavery with policies and practices already in place across Inenco, we are actively continuing to develop our Modern Slavery commitments and educate our employees and suppliers on the issue of Modern Slavery.

Our Modern Slavery Statement is posted on our intranet together with all our policies and procedures. We are continually working to raise awareness to understand the risks that are associated with human trafficking and modern slavery in our business and our supply chain.

We have a robust recruitment process designed to make sure potential employees are legally entitled to work in the UK and an excellent employee management team that protect employees from any abuse or coercion in their employment.





Reporting a Suspicion

Inenco actively encourages any employee or third party that has any concerns about its ethical working practices to immediately report any concerns using one of the following routes:

- Directly to Inenco’s Internal Audit Manager by emailing using the Compliance inbox: riskandcompliance@inenco.com
- Or call the Modern Slavery Helpline on **08000 121 700** to get help, report a suspicion or seek advice. This helpline is independent and confidential

The above reporting routes are confidential.

Inenco Policies

We have reviewed our existing policies and procedures in light of the Modern Slavery Act and are confident that our policies promote positive behaviours among our colleagues at work and within our supply chain. Our policies and procedures are kept under review to make sure that they reflect changes and the needs of the people and markets it serves in the UK and globally.

Inenco operates the following policies that we consider support our stance against modern slavery and human trafficking in our organisation.



Modern Slavery Statement



Whistleblowing policy



Recruitment policy



Anti-Corruption, Bribery & Ethical Conduct Policy



Environmental, Social & Governance Policy



Inenco Policies continued

Although primarily directed at HR and people managers, our HR and resourcing policies are applicable to all employees as they set out the standards of recruitment that the organisation, including contractors, agents and outsourced arrangements, adheres to.

In 2021, Inenco re-launched Our Values and Behaviours. Our Values are Respect, Integrity, Innovation and Positivity. The business Behaviours are Service Excellence, Continually Improve and Team Player.

We live by these Values and Behaviours in everything we do and, in line with our value of ‘Integrity’, we will be creating a greater focus on regulatory compliance, by promoting and embedding responsible practice and behaviours across the organisation both via training sessions and procurement activities.

People are Inenco’s most valuable asset, and we recognise that appropriate training on modern slavery and human trafficking will increase awareness as well as mitigate risk within the business and our supply chain.

Therefore, as part of Inenco’s commitment to make our employees aware and compliant in line with the Modern Slavery Act, we have launched a Modern Slavery awareness segment within our Induction and where relevant we have mandated e-learning to help our employees to understand their legal responsibilities and enable them to take a positive role in putting a stop to slavery.

We will continue to drive this programme forward, and as it matures; we will report further on progress in our next statement.

For and behalf of Inenco Group Ltd

Ste Cargill

Chief Executive Officer

Better Business Greener World





Find out more

If you would like to find out more,
please get in touch.

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**Better Business,
Greener World**