

MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

Modern Slavery Statement 2017

The Cory Riverside Energy Group acknowledges its responsibilities in relation to the Modern Slavery Act 2015 and fully supports the Government's objective to eradicate modern slavery and human trafficking.

Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. At Cory Riverside Energy we recognise that as a commercial organisation we have a moral and social responsibility to help eliminate modern slavery and human trafficking and prevent it occurring within our business and supply chain. In addition to this we recognise the need to ensure that our suppliers adopt similar business practices to protect vulnerable workers and help prevent and remedy severe human rights violations in the UK and abroad.

Cory Riverside Energy is committed to ensuring, so far as we are able, our company and supply chains are free from modern slavery and human trafficking

Evaluating our progress

During 2017, we continued to encourage our suppliers and contractors to adopt the same high ethical standards that we operate to. 65% of the suppliers that we sent questionnaires to in 2016 either responded directly to us or self-certified with statements of commitment publicly available on their website, so we see some room for improvement here and will continue to follow up with suppliers and consider removing them from our supplier list if they continue to fail to meet our expectations. We have amended or are in the process of amending our standard terms and conditions and supplier/contractor on-boarding packs to require our suppliers and contractors to agree to comply with the applicable provisions in the Modern Slavery Act, and demonstrate compliance where requested.

Also during 2017, we undertook an audit of our highest risk supplier, an agency that employs many people from Eastern Europe, through which we engage people to work in one of our facilities. We are now satisfied that:

- They don't use zero hour contracts
- They abide by the Working Time Regulations
- They meet their pension, holiday and sick obligations

In addition to this they, at our insistence, now offer occupational health screening. The agency also works closely with Hope for Justice, a global non-profit organisation which aims to end human trafficking and modern-day slavery.

The board of directors requested, and was provided, an update on the company's compliance with the Act in June 2017, and will continue to oversee the company's progress.

We believe that there is always an opportunity for continuous improvement in our commitment to uphold the principles and requirements in the Act. In 2018, we have committed to:

- Continuing to identify and evaluate the risks of modern slavery and human trafficking within our supply chain, including sources outside the UK and EU, where there is likely to be a higher risk
- Ensuring transparency in our business and our approach to tackling modern slavery throughout our supply chain
- Requiring our suppliers and contractors to complete Supplier Questionnaires and Supplier Declarations and requiring them to adopt the same high ethical standards to which we operate in their contracts with us
- Developing 'Approved Supplier' lists and terminating relationships with suppliers that fail to meet the standards
- Training our employees to identify modern slavery and human trafficking within our supply chain; how to raise issues and take suitable action in order to help eliminate these practices
- Ensuring that there is accountability to all our stakeholders whose lives are affected by our business activities.

Communication

This statement is communicated to all Cory Riverside Energy employees and is made publicly available on its corporate website, along with a link to the [Modern Slavery Helpline 0800 0121 700](#).

Board Approval

This statement is approved by the Cory Riverside Energy Executive Board, who will review and update it on a regular basis to ensure it remains compliant with the Modern Slavery Act 2015 and current company strategy.

This statement is made pursuant to section 54(1) of the Act and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2017.

A handwritten signature in black ink, appearing to read 'Nicholas Pollard', with a horizontal line underneath.

Nicholas Pollard
CEO Cory Group
5 February 2018