

Modern Slavery Statement 2023

This Modern Slavery Statement outlines our commitment to be an ethically and socially responsible organisation, this statement has been published in accordance with the Modern Slavery Act 2015. It sets out the practices maintained and/ or steps taken by Space Engineering Services Limited and other group companies during the year ended 31 December 2023 to prevent modern slavery or human trafficking in our business and supply chain.

We are committed to making sure that all employees are treated with respect and dignity. We have a zero-tolerance approach to any form of modern slavery and are committed to acting with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or supply chain.

Our Business

Space Engineering Services are one of the most dynamic refrigeration, heating, ventilation and air conditioning services providers in the UK. We are proud to offer innovative products and services and market-leading refrigeration technology.

We offer a wide range of refrigeration, mechanical and electrical and consultancy services to customers across multiple sectors. Our customers include big name retailers, pharmaceutical manufacturers, food processors and commercial businesses.

We have several offices throughout the UK, with our head office and manufacturing facility both based in Bristol, a satellite office in Plymouth and our design office in Ipswich. We also have an office in Hungary, with local service delivery teams and in-country project managers.

Our Relevant Policies & Practices

Space Engineering Services operates the following policies and practices which outline our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Modern Slavery Policy** explains our approach to modern slavery and sets out what our colleagues should do if they believe that any form of modern slavery is taking place within our business or supply chain. This policy applies to anyone working for us in any form, including employees, agency workers, subcontractors and suppliers
- **Recruitment and Selection Policy** ensures all potential employees are subject to a fair and equitable selection process, in which Right to Work verification is obtained. The policy sets out our commitment to ensure all selection and verification is managed in line with UK employment legislation

We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency it is using before accepting workers from that agency

- **Whistleblowing Policy** encourages employees to report suspected wrongdoing as soon as possible, ensuring concerns are investigated as appropriate and no detrimental treatment will take place as a result of raising concerns
- **Bullying, Harassment & Victimisation Policy** outlines our commitment to creating a work environment free of harassment, bullying and victimisation, where everyone is treated with dignity and respect
- **Grievance Policy** provide a framework and procedure to ensure that all employees are treated fairly, consistently and are able to raise work related concerns with our management team
- **Anti-Corruption & Bribery Policy** confirms our zero-tolerance approach to bribery and corruption, outlining our expectations with regard to acting professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate
- **Supply Chain Onboarding** is managed by our Supply Chain Assurance Advisor. Contractors are required to undergo vetting via an approved SSiP organisation. Those contractors who are not SSiP approved undergo internal vetting before their appointment.

In addition, we undertake audits on our supply chain on a variety of areas including safety, sustainability, modern slavery, pension provision and right to work. Any concerns relating to modern slavery are reported to the Board of Directors.

- **External Certifications** are maintained, such as a SEDEX, for several of our key clients
- We recognise the importance of **training, raising awareness and embedding knowledge and understanding** of human rights, ethical standards and risks across the business

All policies are available to employees on the company intranet and included in the induction of all new starters to ensure awareness.

Approval

This statement was approved by the Board of Directors.

Date 11th April 2024

