

SLAVERY AND HUMAN TRAFFICKING STATEMENT



Premier Electrics Ltd.

(the 'Company')

Opening comments from the Managing Director

Slavery and human trafficking remains a hidden blight on our global society. Premier Electrics fully acknowledges and accepts the responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All staff are fully aware of their obligation to report concerns and management are expected to act upon them.

Organisations Structure

Premier Electrics is focused on delivering electrical fit-out and maintenance projects for clients in the retail, leisure, industrial and commercial sectors. We are a limited company based in Northern Ireland, however we have delivered an excess of 1000 projects throughout Northern Ireland, The Republic of Ireland, Mainland UK and Europe.

Premier Electrics has an annual turnover of £45m

Our business is organised into departments in the disciplines of Operations, Commercial, Estimating, Design, Finance & Administration (including HR and IT).

Our Supply Chain

A list of the organisations supply chain can be provided by the Financial Controller. The list of suppliers is subject to changes depending on the needs of the business.

Our policy of Human Trafficking and Modern Day Slavery

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Make suppliers and service providers aware that we promote the requirements of the legislation

Due diligence process on Slavery and Human Trafficking

- Consider modern slavery factors when making procurement decisions
- Develop awareness of modern slavery issues
- Encourage suppliers and contractors to take their own action and understand their obligations to the new requirements.
- We build long standing relationships with local and overseas suppliers and customers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point contact is preferably with a UK/EU company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply and delivery chain to, at least, adopt 'one-up' due diligence on the next link in the chain.
- We have in place a policy that clearly outlines a system and person of contact, to encourage the reporting of concerns and the protection of whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply and delivery chain and (sub)contractors comply with our values.

The Senior Management team are responsible for compliance in their respective departments and for their supplier relationships.

Our effectiveness in combatting Human Trafficking and Modern Day Slavery

We use the following key performance indicators (KPIs) on an ongoing basis to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply and delivery chains:

- Completion of House Audits by Area Managers and Business Development Managers;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year

Tony Shivers Managing Director

Premier Electrics Ltd