



Modern Slavery Statement

Our Modern Slavery Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31st March 2024.

Introduction

E (Gas and Electricity) Ltd, part of the Bayford Group, have been supplying gas and electricity, predominantly to prepayment customers, since 2014.

We aim to ensure there is no modern slavery or human trafficking within any of our own business activities or the activities of anyone that we may work with.

Our Policies

Every employee at E has access to our company policies via a secured shared area. Within this location, they will find our Whistleblowing Policy, which provides employees with information on how they are able to report any concerns that may relate to either our own activities or those of our supply chains or business partners.

As standard, the Whistleblowing Policy is reviewed annually to ensure its continued suitability.

Signed

Claudia Proffitt
Managing Director

On behalf of E (Gas and Electricity)

Due Diligence

At E (Gas and Electricity) Ltd, we consider ourselves to be low risk in regard to modern slavery and human trafficking, however we continue to be diligent and committed to ensuring that our own activities and those of our supply chains and business partners remain free from these activities.

We are reliant on some of our supply chains and business partners to carry out our business activities, however we expect anyone we work with to be compliant with the Modern Slavery Act 2015. Each of our suppliers and business partners should have their own policies and procedures in place to prevent such activities from occurring within their operation. Wherever possible, we will visit the premises of our suppliers and business partners for meetings and would terminate our relationship with anyone found to be in breach of the Modern Slavery Act 2015.

Recruitment

Any persons seeking employment with E will have their original, relevant documentation checked by our recruitment / HR team to validate their identity and ensure they have the right to work. All our employees are paid, as a minimum, the National Minimum Wage.

Training

We do recognise that by training our employees around the risks of modern slavery and human trafficking within our own or any other organisation will increase their awareness, therefore all our induction courses contain a modern slavery and human trafficking module.

What's Next?

We will continue to raise awareness within our business and have the following planned during the 2024/25 financial year:

- Continue to validate the identity and the right to work for any persons seeking employment with E
- Review our Whistleblowing Policy annually
- Raise awareness within our business by delivering a modern slavery and human trafficking module during our induction courses

We will regularly review our Modern Slavery Statement and update when required. Our Modern Slavery Statement was reviewed by our Directors in September 2024.