



## 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 2025.

### Introduction

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

Our aim is to always ensure there is no human trafficking or modern slavery within any of our own business activities or those of the businesses that we may choose to work with.

### Our Policies

All E employees have access to our company policies via a secured shared area. Within the secure shared area, employees can find our Whistleblowing Policy, which contains all the information any employee would need to be able to report any concerns that may relate to either our own business activities or those of our business partners or supply chain.

Our Whistleblowing Policy is reviewed on an annual basis to ensure its continued relevance and suitability.

### Our Values

We have been growing our business for over 10 years and are passionate about our people and our customers. We recruit great people for the right roles and reward them with competitive rates of pay and benefits.

### Due Diligence

Although we consider ourselves to be relatively low risk when it comes to modern slavery and human trafficking, we remain diligent and are committed to ensuring that all our business activities and those of our partners and supply chains remain free from such activities.

We do work closely with our business partners and supply chains as they carry out activities on our behalf, however it is imperative that anyone with whom we choose to work with, is compliant with the Modern Slavery Act.

We expect anyone we work with to have their own policies and procedures in place that will prevent these activities from arising within their operations. From time to time, we do visit the premises of our partners and supply chains to conduct meetings and would terminate our relationship if we found any of them to be in breach of the Modern Slavery Act 2015.

### Recruitment

Our rigorous recruitment process ensures that anyone seeking employment with E, in any capacity, will have their original, relevant documentation checked by our recruitment / HR team to validate their identity and ensure they have the right to work in the UK. We ensure that all our employees are paid, as a minimum, the National Minimum Wage.

### Training

By offering training to our employees and highlighting the risks associated with modern slavery and human trafficking, our aim is to increase our employees overall awareness. For this reason, all our induction courses include a mandatory modern slavery and human trafficking module.

### What's Next?

We have the following planned during the 2025/26 financial year:

Any persons seeking employment with E will have their identity and right to work in the UK checked by our Recruitment / HR Team.

Our Whistleblowing policy will be reviewed on an annual basis.

We will continue to raise awareness to our employees by delivering a modern slavery and human trafficking module during our induction courses.

We will regularly review our Modern Slavery Statement and update as required. Our Modern Slavery Statement was reviewed by our Directors in September 2025.

Signed

**Claudia Proffitt**  
Managing Director

On behalf of E (Gas and Electricity)