



# Modern Slavery / Anti-Slavery Policy

## Introduction

This statement is made on behalf of Brim Chargers Limited pursuant to section 54(1) of the Modern Slavery Act 2015 and encompasses our commitment to combatting modern slavery and human trafficking.

## Our Business

Brim Chargers Limited is one of the UK's foremost Electric Vehicle Charger (EVC) manufacturers. Our products cater specifically to home builders and larger infrastructure providers, offering fully managed solutions to address the increasing demand for efficient power management and resident billing.

## Our Supply Chains

Brim Chargers Limited maintains direct relationships with several primarily UK-based suppliers offering a diverse range of services to support our operations and benefit our customers, such as property management services. Additionally, our supply chains encompass the outsourcing of IT services and certain other routine administrative tasks, which are both onshore and offshore.

## Our Policies on Slavery and Human Trafficking

We are steadfast in our commitment to ensuring there is no modern slavery or human trafficking within our supply chains or any part of our business. Our Anti-Slavery and Human Trafficking Policy underscores our pledge to conduct business ethically and with integrity, implementing robust systems and controls to prevent slavery and human trafficking. Complementing this policy is our Whistleblowing Policy, providing a mechanism for employees to report concerns regarding slavery and human trafficking or breaches of Brim Chargers Limited's policies. Both policies undergo annual review.

## Due Diligence Processes For Slavery And Human Trafficking

As part of our efforts to identify, monitor, and mitigate against risks related to modern slavery and human trafficking, we have established a dedicated Risk and Compliance Committee chaired by the Enterprise Risk Director. Senior representatives from various business units and functions report to this committee. Our policies and systems are designed to:

- Identify inappropriate employment practices.
- Assess and monitor potential risk areas.
- Mitigate the risk of slavery and human trafficking.
- Protect whistleblowers.
- Investigate reports of modern slavery.

## Training

To ensure a comprehensive understanding of the risks associated with modern slavery and human trafficking, we provide relevant in-house training to our colleagues. Under our Supplier Code of Conduct, we also mandate our business partners to deliver regular and pertinent training to their staff and suppliers/providers.

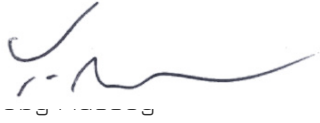
## Supplier Adherence To Our Values And Ethics

We maintain a zero-tolerance stance towards slavery and human trafficking within our supply chains. To ensure compliance with our values, we adhere to responsible sourcing principles, including paying employees at least the prevailing minimum wage in their relevant country of operations. Our Supplier Code of Conduct outlines our expectations, including adherence to Brim Chargers Limited's Mandatory Policies. We expect suppliers to comply with these standards or surpass them, and relevant account managers oversee and enforce compliance with the Supplier Code of Conduct.

## Covid-19

Recognising the increased vulnerability of certain workers to modern slavery during the pandemic, Brim Chargers Limited has implemented government guidelines for secure workplaces during Covid-19 and continues to provide statutory sick pay to prevent the spread of the virus. Our employees have access to our grievance procedures throughout this period.

This policy reaffirms Brim Chargers Limited's commitment to combatting modern slavery and human trafficking, both within our operations and throughout our supply chains.

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Technical Director

10/04/24

Date of signature

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