

Renley Limited

Anti-Slavery and Human Trafficking Statement Policy

Modern Slavery

Modern Slavery is a term that encompasses slavery, forced labour, servitude and human trafficking. It is a crime and a violation of fundamental human rights. For example, with reference to the UK Modern Slavery Act, businesses are required to report on what actions they have taken to ensure that there is no modern slavery within its supply chain and business operations.

Renley Limited has a zero-tolerance approach to slavery and human trafficking and all forms of human rights abuse. We are committed to ensuring that there is transparency within our business and throughout our supply chain and will only conduct business with suppliers who share that commitment.

Our Business

Renley Limited is specialist in Switchgear solutions for Public Distribution Networks. Our headquarters are located in Dunboyne, Co. Meath, Ireland.

Our capabilities range from the supply of Network Mini-Pillars and Metering Enclosures to Heavy Duty Cut-Outs and Fuse Combination Units for use in Electrical Utility Distribution Networks. The Company provides unparalleled service and support, along with local supply of original equipment manufacturer to our key Customers.

Due Diligence

We consider comprehensive and robust internal and external due diligence a key part of our modern slavery risk assessment framework in helping us to understand, identify and manage potential modern slavery risks for our business.

Labour Force

Renley Limited employs circa 27 people in Ireland. We understand that the risk of modern slavery in labour forces are high, particularly in our supply chain.

Our Management ensure that all our employees are subject to various and stringent human resources processes to ensure a right to work. We treat all our employees with equality and respect and ensure, among other things that: (i) working hours comply with relevant national laws; (ii) our employees are remunerated with wages and benefits set at or above local minimum wage requirements; and (iii) our working conditions meet the standards of the International Labour Organisation (ILO) and the Universal Declaration of Human Rights (UDHR). We therefore expect and require our suppliers to demonstrate the same level of commitment with the existence of processes and procedures to ensure our high standards are met.

- Our Business Operations & Supply Chains

We operate predominantly in Ireland and the UK markets and have conducted a risk assessment of every country we source our goods from. We do not manufacture or distribute goods which according to the Global Slavery Index 2018 are at risk of modern slavery. We do however source high risk goods from suppliers such as laptops, computers and mobile phones, along with garments in the form of workwear for our employees and business needs. We have therefore assessed our suppliers to satisfy ourselves that they meet our strict criteria and that they are taking a proactive approach to ensure there is no modern slavery occurring in any part of their supply chain. Renley Limited is therefore satisfied that, at the present time, we are of low risk to modern slavery.

Our Policies

All our employees, suppliers, contractors and sub-contractors must adhere to all our policies relevant to modern slavery, including our Procurement Policy, HR Policies, and our Anti-Slavery and Human Trafficking Policy. All of our company policies are reviewed annually or when there are changes in legislation, regulations or best practice guidelines to ensure they are effective.

Training

In 2020 Renley Limited provided employees with training specific to modern slavery. All new employees are trained with respect to modern slavery on induction to the company. By equipping our purchasing department with training to enable them to make informed buying decisions we hope to ensure that any potential risk of slavery within our supply chain is eradicated.

We actively encourage our employees, in line with our whistleblowing policy, that should they have any genuine concerns of modern slavery or human rights abuses within our supply chain or our labour force, they should report their suspicions immediately for further investigation. Even if an employee is mistaken with their suspicions, we are fully committed to supporting our employees and ensuring they are treated fairly with no repercussions.

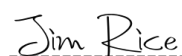
Forward Looking

We are committed to fighting modern slavery and ensuring our supply chain and labour force is free from any form of human rights abuses. We will continue to take a proactive approach in mitigating any potential risks of modern slavery or human trafficking year on year. In 2020 we will:

strengthen our employee training by offering more in-depth training to relevant employees;
monitor all our suppliers; and
strengthen our supplier audit process in relation to modern slavery

Reports of Modern Slavery

We have not received any complaints or reports in relation to modern slavery within our business operations or throughout our supply chain.

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Jim Rice, Managing Director

Date: Jun 26 2020