

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the fiscal year ending 31 March 2024.

RELO Wind Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

RELO Wind Ltd and has business operations in the United Kingdom.

We operate in the energy sector. The nature of our supply chains is as follows: We work with several key direct suppliers, who provide services, such as outsourced personnel services for the renewable energy sector.

For more information about the Company, please visit our website: www.relowind.com.

Policies

We operate several internal policies to ensure we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - We conduct checks on all prospective subcontractors to verify that they are eligible to work in the countries we are supplying.
- Whistleblowing policy - All Staff Members should have the confidence to raise suspected wrongdoing and should know that it will be taken seriously and investigated as appropriate. Staff Members raising genuine concerns should be able to do so without fear of reprisals, even if the Staff Member turns out to be mistaken.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Checking certain suppliers with external third parties for any slavery or human trafficking risks.

Our due diligence procedures aim to:

- Identify and act on potential risks in our business and supply chains.

- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Creating an annual risk profile for key suppliers.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We consider that we operate in a high-risk environment because we operate in countries where there is greater exposure to modern slavery in where human rights protections are more limited.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will carry out a regular audit of suppliers - 75% of suppliers each year.

Next Steps

In the next fiscal year, we intend to take the following steps to tackle slavery and human trafficking by:

- Introducing new policies and procedures or organising wider training for the internal team working on modern slavery and human trafficking issues.

The statement was approved by the board of directors.



Garrath Deluce
Managing Director
RELO Wind Ltd

Date 07.01.2024