

MODERN SLAVERY ACT 2015 (“Act”)

IMSERV EUROPE LIMITED (“the Company”)

This statement is made pursuant to section 54 of the Modern Slavery Act for the financial year ending on the 31st December 2016.

Introduction

The Company is part of the Schneider Electric group of companies (“SE”) and adopts its policies, practices, values and culture in this area.

SE has a number of ethical policies all of which are firmly anchored in the global SE values and culture.

For 5 consecutive years Schneider Electric has been recognised as one of the World's Most Ethical Companies by Ethisphere Institute. This award recognises companies that truly go beyond making statements & translate those words into actions. Jean-Pascal Tricoire, CEO of Schneider Electric is also President of the United Nations Global Compact France. He has personally affirmed our unwavering commitment to act with the highest standard of ethics.

One area of ethical behaviour covered by these policies is human rights, including freedom from forced labour, slavery and human trafficking.

SE fully supports the aims of the Act and is committed to operating free from forced labour, slavery and human trafficking.

Our Business

All our employees are required to comply with the SE Principles of Responsibility, which commits each one to the principles of, amongst other things, equality of treatment and respect of individuals as well as to act with integrity and in accordance with the law.

These principles are based upon and respect a number of renowned global standards, most notably the UN Global Compact, and Universal Declaration of Human Rights.

SE has a Responsibility & Ethics Dynamics Programme which has been designed and implemented to support both managers & employees in acting according to these values.

Each employee is required to sign a statement that they have read and understood the SE Principles of Responsibility as part of the recruitment process and, after training, on a regular basis thereafter.

Enforcement of these principles is supported by a zero tolerance to breach and also by the provision of anonymous reporting tools & help-lines implemented globally. Further support is available through a network of advisors, investigators & compliance officers to ensure that prompt advice is given; complaints are quickly and independently investigated; reporters are protected from victimization and further vulnerability

Our Supply Chain

SE operates a Supplier Code of Conduct which incorporates the Principles of Responsibility (above) and applies them into the SE supply chain. It expects all its suppliers to act in accordance with these principles, and the Code of Conduct is part of the SE purchasing terms and conditions.

Further, such terms require suppliers to fully comply with local regulations wherever suppliers operate, and to commit to answer questions of, and promptly report any observed, suspected or known violations of local laws, regulatory rules or this Code of Conduct.

Enforcement of these principles is supported by a zero tolerance to breach and also by a right of audit for compliance with the Code.

Purchasers within the Company are provided with training on the Modern Slavery Act and a risk based due diligence process to help identify risks in the supply chain and eliminate before they arise.

Our commitment

SE will continue to apply a zero tolerance approach to forced labour, slavery and human trafficking in any form, both in our business and supply chain.

Approved by the Board of Directors



Signed:
Steve Brown
Managing Director

Date: ...24th July 2017.....