

UTILITYWISE PLC

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

At Utilitywise we are passionate about doing business the right way, and thousands of businesses trust us to help manage their utilities. We are therefore fully committed to ensuring that our organisation and our supply chain is free from slavery and human trafficking.

Organisational structure and background

Utilitywise is a leading independent utility cost management company which provides energy procurement and energy management products and services to over 38,000 businesses throughout the UK, Ireland and Europe. We assist our customers in achieving better value from their energy contracts, reducing their energy consumption and lowering their carbon footprint. We currently employ around 1,600 colleagues, and operate from our headquarters in Newcastle and four other offices in the UK, and also from Prague, where our communication centre operation is based.

Founded in 2006 as a utility services broker, Utilitywise listed on AIM in 2012. We are passionate about our customer service and operational excellence, with ongoing investment in our Trusted Advisor position and continual strategic enhancements to our business model.

We are equally passionate about contributing to the communities in which we live and work, through donations to local organisations such as hospices, hospitals and homeless charities, and through involvement in school projects and community initiatives.

Our colleagues

We believe in One Utilitywise – supporting colleagues and working together.

We operate a rigorous recruitment policy which adheres to all relevant employment legislation and follows industry best practice, and we ensure that all job applicants are treated equally and without discrimination. We aim to prevent illegal working via our recruitment process, which includes obtaining documentary proof of the individual's eligibility to work in the country in which they will be employed.

We always pay colleagues at least the minimum wage applicable to the country in which they work.

Our suite of 'Code of Conduct' policies provides a clear set of rules for all colleagues, and sets out the standards of behaviour expected of them. We also provide, through an independent third party supplier, a confidential whistleblowing hotline which is available 24 hours a day, seven days a week and enables colleagues to report any matter of concern at work. Information given to the hotline is passed on to the Company Secretary to investigate.

Our supply chain

During FY 2016 we carried out an analysis of our supply chain; the majority of our third party expenditure is in IT, marketing, real estate, travel, transport and hotels, insurance, facilities, professional services and partner channel commissions. We have a strict purchase order

procedure and we do not pay in cash for goods and services. Our major suppliers are large UK or multinational firms who have in place their own ethical business standards. Our cleaning, catering and security colleagues are either employed directly by Utilitywise or are sub-contracted from reputable local firms.

Given the nature of our business, the geographical areas in which we operate, and the measures we have in place, we believe that the risk of modern slavery in our supply chain is very low. However, identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. Therefore, we are committed to continuing to monitor and, where necessary, improving our policies and procedures to ensure that modern slavery and human trafficking does not take place anywhere in our supply chain.

Activities in FY 2017

We are currently reviewing and refreshing all our organisational policies, which includes, where appropriate, clarifying how existing policies and procedures already work to prevent modern slavery, and identifying those policies and procedures that need adapting to support our zero tolerance stance.

We are introducing additional procedures into our supply chain so that, when entering into a contract with a new supplier or renewing contracts with existing suppliers, their assurance is sought with regard to their own anti-slavery and human trafficking measures. We reserve the right to carry out further due diligence should any of our suppliers give cause for concern in this respect.

We are also updating our induction and training programmes for colleagues to raise awareness of modern slavery, in order that anti-slavery practices become embedded as standard practice throughout Utilitywise.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes Utilitywise plc's anti-slavery and human trafficking statement for the financial year ended 31 July 2016 and has been approved by the Board of Directors of Utilitywise plc.

Signed by:

Brendan Flattery
Chief Executive Officer
Utilitywise plc
24 January 2017