

Modern Slavery

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Modern Slavery and Human Trafficking Statement

One of our most basic beliefs is that everyone should have the opportunity to work. ICS Cool Energy Limited complies with the applicable employment laws and our obligation is to ensure fairness in the hiring and advancement of all employees, both permanent and temporary without discrimination.

All of our staff have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct. Every employee is expected to respect other people and treat them with dignity.


Our commitment to respect in the workplace includes our full support for international efforts to promote ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking. We also expect commitment to these principles from all organisations with which we do business and will not support or do business knowingly involved in slavery or human trafficking.

Roles and Responsibilities

Role	Responsibility	Requirements
Employee	All persons referred to within the scope of this procedure are required to adhere to its terms and conditions.	
People Manager	Managers are responsible for ensuring that this procedure is applied within their own area.	Any queries on the application or interpretation of this procedure must be discussed with the Human Resources Department, prior to any action being taken
HR	Responsibility for ensuring the maintenance, regular review and updating of this procedure. Revisions, amendments or alterations to the procedure can only be implemented following consideration and approval by the HR Director	

This policy may be changed at any time, in accordance with the practices and needs of the Company. It will also be reviewed on a regular basis and updated in accordance with changes to relevant UK employment legislation. This document is a statement of Company policy, is non-contractual in its effect and does not form part of any employee's terms and conditions of employment.

Signed on behalf of ICS Cool Energy Limited



Neil Gibbs, Group HR Director