

Redshaw Advisors Limited
Modern Slavery and Human Trafficking Statement
11/05/22

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year ending 30 April 2022.

The statement sets down Redshaw Advisors Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Redshaw Advisors Limited.

The principal activity of the company is the provision of consultancy and procurement services in relation to both mandatory and voluntary environmental markets. The consultancy part of the business is primarily concerned with helping companies to understand the current and prospective rules, business practices and trends within the environmental markets as well as the price drivers of instruments traded within these markets. Consultancy products include written reports, analyses and training. The procurement of environmental attribute certificates includes UK and EU Allowances issued under the UK and EU Emissions Trading Systems (ETS), respectively, together with a wide range of products issued and utilised in both the voluntary carbon and renewable energy markets. The company acts as principal in all transactions and as such all dealings are on behalf of its own account.

The Company operates out of the United Kingdom, but has clients both within the United Kingdom and across the European Union.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking:

The COO/CFO is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking. The COO/CFO is supported in this regard by the Human Resources Department, together with the relevant policies implemented by this department.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to complete online training annually.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Company Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company measures how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains by

- Performing an ongoing review of the various parts of our business to ensure no slavery or human trafficking takes place in any part of our business or the supply chain (as part of a wider group risk assessment).
- Continuing to review and improve our processes and policies to identify how we can try to ensure that no slavery or human trafficking takes place within any part of our business or the supply chain.

- Incorporating appropriate anti-slavery and human trafficking provisions into our procurement and third-party commercial contracts on a risk assessed basis.
- Monitoring potential risk areas in our supply chain, as part of our periodic business-wide risk assessment.

Redshaw Advisors Limited will continue to review our procedures in relation to the prevention of slavery and human trafficking in our business and supply chain.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Management Team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Kelly Bohnacker

Position: Head of People

Date: 27/03/2023

Signature:


