



Power Lines, Pipes and Cables Ltd (PLPC Ltd) is committed to preventing modern slavery and human trafficking in our operations and supply chains. We uphold ethical practices and proactive risk management to ensure a safe and accountable business environment.

PLPC Ltd recognizes the importance of combating modern slavery and human trafficking. We are dedicated to ensuring that our business and supply chains are free from such practices. This policy outlines our commitment and the steps we take to prevent and address modern slavery. This policy applies to all employees, contractors, suppliers, consultants, and any persons acting under or on behalf of PLPC Ltd.

Organizational Structure and Supply Chains:

- We will map our supply chains to identify and assess potential risk areas for modern slavery.
- We will work closely with our suppliers to ensure they adhere to ethical practices.

Policies in Relation to Slavery and Human Trafficking:

- We have a zero-tolerance approach to modern slavery and human trafficking.
- Our policies are designed to prevent and address any instances of modern slavery within our operations and supply chains.

Due Diligence Processes:

- We conduct thorough due diligence on our suppliers to ensure compliance with our anti-slavery policies.
- We will implement measures to monitor and mitigate risks related to modern slavery.

Risk Assessment and Management:

- We regularly assess and manage risks associated with modern slavery in our operations and supply chains.
- We will take appropriate actions to address any identified risks.

Training on Modern Slavery and Trafficking:

- We provide training to our employees to raise awareness about modern slavery and human trafficking.
- Training includes recognizing signs of modern slavery and understanding reporting mechanisms.

Reporting Mechanisms:

- We encourage employees to report any concerns related to modern slavery.
- Reports can be made through dedicated channels, ensuring confidentiality and protection for whistleblowers.

The Managing Director has overall responsibility for the implementation and enforcement of this policy. All managers and employees are expected to comply with this policy and support its objectives. It will be communicated to all employees, contractors, suppliers, and stakeholders.

This policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made as necessary to reflect changes in legislation and best practices.

This policy will be displayed at our Carluke office and on the company website.

Signed:

A handwritten signature in black ink, appearing to read 'Dale Harrison'.

Dale Harrison
Managing Director

Last Reviewed: April 2025
Next Review Date: April 2026