

Modern Slavery Statement

Document reference	PWR-POL-004
Version	1.0
Effective date	September 2026
Document owner / signatory	Director, PWR People Ltd
Next review date	September 2027
Company	PWR People Ltd (Company No. 17448327), 2nd Floor College House, 17 King Edwards Road, Ruislip, London, HA4 7AE

PWR People Ltd is below the £36 million turnover threshold at which a statement is legally required under section 54 of the Modern Slavery Act 2015. We publish this statement voluntarily, in full statutory form, because our clients, frameworks and tender evaluators expect it and because we believe it is the right thing to do. This statement covers the financial year ending [first accounting reference date].

1. Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps PWR People Ltd has taken, and is continuing to take, to ensure that modern slavery and human trafficking are not taking place within its business or supply chains.

2. Organisation structure and business

PWR People Ltd (Company No. 17448327) is a UK recruitment company specialising in renewable energy, principally the supply of wind farm technicians and solar PV installers and associated engineering, project and commercial staff. We operate as both an employment agency (permanent placement) and an employment business (contract and temporary supply). We were incorporated on 9 September 2026, are led by a sole Director, and are based at 2nd Floor College House, 17 King Edwards Road, Ruislip, London, HA4 7AE.

3. Our supply chains

Our supply chains comprise: the candidates and contract workers we place; umbrella-company and payroll partners; third-party software, IT and cloud providers; an outsourced overseas candidate-administration function; and professional advisers. Our client base comprises developers, owner-operators, EPC contractors, OEMs and service providers in the UK wind and solar sectors.

4. Our policies

We maintain a Modern Slavery Policy (PWR-POL-003), a Compliance Statement (PWR-POL-002), a GDPR Policy (PWR-POL-001), an Occupational Health & Safety Policy (PWR-POL-006) and a whistleblowing route. Together these set out our zero-tolerance approach, our controls and how concerns are raised.

5. Due diligence processes

- Right-to-work and identity verification for every worker before their first assignment.

- Verification that wages are paid directly to the worker's own bank account.
- No fees charged to candidates at any stage, and contractual prohibition of fees by any intermediary.
- Accreditation checks and annual due diligence on every umbrella company and labour supplier.
- Supplier questionnaires and modern-slavery clauses in supplier terms.
- Alertness to recognised indicators of exploitation, informed by Stronger Together and the Responsible Recruitment Toolkit.

6. Risk assessment and management

We assess site-based labour supply, overseas sourcing and umbrella arrangements as our highest-risk areas. Each is subject to the enhanced controls described above, and our risk assessment is reviewed annually or when we enter a new market or supply arrangement.

7. Training

All staff and associates complete modern-slavery awareness training at induction and annually.

8. Measuring effectiveness

We measure the effectiveness of our approach through the following indicators, which we will report against in each annual statement: the proportion of workers with completed right-to-work and payment verification (target 100%); the proportion of umbrella partners and suppliers subject to due diligence within the last 12 months (target 100%); staff training completion (target 100%); and the number of concerns raised and their resolution. This is our first statement and establishes our baseline.

9. Approval

This statement has been approved by the Director of PWR People Ltd and will be reviewed and updated annually.

Approved on behalf of PWR People Ltd:

Director, PWR People Ltd

Date: 26 September 2026