



WISYNERGY LIMITED MODERN SLAVERY ACT TRANSPARENCY STATEMENT

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 (the 'Act') in relation to the financial year ended 31 December 2020. It sets out the actions Wisynergy has taken, and is proposing to take, to address the risk of slavery or human trafficking occurring in its business or supply chains.

Introduction

At Wisynergy we are absolutely committed to preventing slavery and human trafficking in our business and will seek to ensure that our supply chains are free from slavery and human trafficking.

Our business

Wisynergy are a smart technology integration company, utilising best of breed technologies to provide a synergized solution to our clients. Wisynergy supply two methodologies to smart technology, a networks solutions journey and a smart energy solution journey. Wisynergy aim to provide an honest perspective on the available technologies and provide clients with options to maximise their business efficiency, decrease their energy consumption and provide them control over their environmental factors.

Wisynergy primarily operate within the United Kingdom. Where services are provided outside of the United Kingdom, local considerations to ethics and legal obligations will be adhered to as well as those bound within the United Kingdom.

Our supply chain

Wisynergy is committed to ensuring that its suppliers adhere to the same high standards of ethics it embraces. To supply goods or services to Wisynergy, an organisation must register to be a preferred supplier. Individuals and organisations are required to confirm that they provide inter alia safe working conditions, treat workers fairly, pay the minimum wage and comply with all (or the equivalent of) UK employment-related regulations. Wisynergy periodically makes enquiries of suppliers to ensure their policies are in place and adhered to. Failure to maintain or comply with such policies or regulations may lead to the termination of the business relationship.

Wisynergy undertakes due diligence to evaluate potential suppliers prior to engagement, and regularly reviews its existing suppliers. Due diligence and periodic reviews cover, among other areas, the following policies and risks:

- Health and safety
- Employment conditions including payment of the minimum wage
- Anti-bribery and corruption
- Payment practices

Questions relating to Modern slavery and related offences have been added to the Supplier Portals in the UK and Ireland and all suppliers with a turnover in excess of the £36 million threshold specified by the Act have been contacted to confirm their compliance with the Act or equivalent legislation.

Responses to our enquiries have not identified any high risk areas in our supply chain.

Our employees

Wisynergy's code of conduct makes clear the actions and behaviour expected of employees when representing the Company. We strive to maintain the highest standards of employee conduct and ethical behaviour in business dealings and managing our supply chain.

The Company adheres to all relevant employment legislation and we are committed to creating a work environment where everyone is treated with dignity and respect. The Human Resources team, oversees the induction and training of all staff in the Company's anti-corruption policies and the code of conduct.

Wisynergy has a Whistleblowing Policy including a clear escalation process for employees and contractors to raise concerns relating to the Company's business practices, which will include the crimes of slavery and human trafficking.

Wisynergy uses only specified, reputable employment agencies to source temporary or permanent employees and always verifies the practices of the agency through the Supplier Portals.

We are confident that there is a very low risk of slavery or human trafficking in the employment or engagement of our own employees.

Employee training

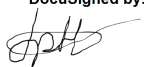
To ensure a good level of understanding of the risks of modern slavery and human trafficking in our business and supply chains, we will provide appropriate specialist training to relevant members of staff and a general briefing to all employees

Future Intentions

As we seek to continually improve our approach to and identification of the risks of modern slavery, we will:

- continue to work with our UK Framework Contractors, Irish Framework Contractors and non-framework contractors to monitor and identify any emerging risks of slavery and human trafficking in our construction supply chain;
- monitor our preferred suppliers for adherence to best practice;
- focus on specialist training for colleagues with responsibility for supply chain management and procurement; and
- provide induction and refresher training for all employees.

This statement has been approved by the Managing Director and will be reviewed and updated annually.

DocuSigned by:

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John Haresign
Managing Director

Date: 01 April 2021

