

## **ANTI-SLAVERY POLICY**

### **1 POLICY STATEMENT**

- 1.1 Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 1.2 The John F Hunt Power has a zero-tolerance approach to modern slavery, and we are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- 1.3 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, agents, contractors, suppliers or any other people or bodies associated with the business.

### **2 RESPONSIBILITY FOR THE POLICY**

- 2.1 The Board of Directors has overall responsibility for ensuring that this policy complies with our legal obligations and that all those under our control comply with its contents.
- 2.2 The 'Compliance Team,' which includes the Group Compliance Director, Senior Health, Safety and Compliance Manager, and Human Resources Manager, work together to ensure that this policy is maintained across all business operational areas per evolving regulatory requirements and to address any breaches or concerns.
- 2.3 The Managing Directors have primary and day-to-day responsibility for implementing this policy in relation to our supply chain. This includes monitoring its use and effectiveness, dealing with any queries regarding this policy, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- 2.4 The Human Resources Manager has primary and day-to-day responsibility for implementing this policy in relation to those directly employed by us, including monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

### **3 COMPLIANCE WITH THE POLICY**

- 3.1 All John F Hunt Power employees must read, understand, and comply with this policy.
- 3.2 All those working for us or under our control are responsible for preventing, detecting, and reporting modern slavery in any part of our business or supply chains. All employees are required to avoid any activity that might lead to or suggest a breach of this policy.
- 3.3 All persons working for John F Hunt Power are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier at the earliest possible stage.

### **4 COMMUNICATION AND AWARENESS OF THIS POLICY**

- 4.1 This policy will be communicated to all John F Hunt employees.
- 4.2 John F Hunt Power employees must communicate our zero-tolerance approach to modern slavery to all suppliers, contractors and business partners at the outset of our business relationship and reinforce our approach as appropriate thereafter.

### **5 DUE DILIGENCE**

- 5.1 To give effect to our zero-tolerance approach, we have systems in place to ensure that all employees and those in our supply chain implement our policy. This Policy will, as a minimum, be reviewed once per annum.

### **6 BREACHES OF THIS POLICY**

- 6.1 Any breach of this policy will generally be treated as gross misconduct and may result in instant dismissal without notice.
- 6.2 We may terminate our relationship with individuals and/or organisations working on our behalf if they do not comply with this policy.

**Signed**



**David Hunt**  
**Joint Managing Director**



**Kevin Davies**  
**Joint Managing Director**

**Jan 2026**