



MODERN SLAVERY ACT 2015 POLICY

Introduction

This policy ensures that ista Energy Solutions Limited (ista) complies with section 54 of the Modern Slavery Act 2015, and sets out the responsibilities for employers and employees.

ista is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

ista is also a signatory to the UN Global Compact.

Annual statement

ista will publish an annual slavery and human trafficking statement. A link to this statement will be on the homepage of the website and will be signed and approved by Alex Philbrook Managing Director.

Alex Philbrook Managing Director is responsible for ensuring that this statement is published and reviewed on an annual basis.

The statement will explain the steps that ista has taken to ensure that slavery and trafficking are not taking place in any of its supply chains, or in any part of its own business.

Content of the statement

The following items will be included in the statement.

1. The structure of our organisation, the business operations of the organisation and the supply chains.
2. Our policies in relation to slavery and human trafficking.
3. The due diligence processes that we carry out to ensure that there is no slavery or human trafficking in our business and supply chains.
4. Identification of any parts of our business and supply chains where there is a risk of slavery or human trafficking take place, and the steps that we have taken to assess and manage the risk.
5. An assessment of the effectiveness of the measures that we have taken to stop slavery and human trafficking taking place, and the way that we assess and manage the risks that are identified.
6. A statement that training about slavery and human trafficking is available to all employees.

Additional action points

In addition to producing the annual statement, ista is committed to:

ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility

- ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act
- appointing a named individual to oversee the compliance with the Modern Slavery Act 2015 this person is Alex Philbrook Managing Director
- identifying and addressing any areas of high risk in our supply chain
- providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

Signed: 

Date: 1st January 2017

UN Global Compact

<https://www.unglobalcompact.org/what-is-gc/participants/18909-ista-International-GmbH>



ista International GmbH · Grugaplatz 2 · 45131 Essen

H.E. Ban Ki-moon
Secretary-General United Nations
New York, NY 10017
USA

Our references WS

E-Mail Walter.Schmidt@ista.com Phone +49 (0)201 459- 3021

Fax +49 (0)201 459-4021

Entry letter Global Compact

March 8, 2013

Dear Mr. Secretary-General,

I am pleased to confirm that ista supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. ista will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely yours,


Walter Schmidt
CEO, ista International GmbH

888897/1/131

ista International GmbH
Grugaplatz 2 · 45131 Essen
Postfach 103134 · 45131 Essen
www.ista.com

Registered office: Essen
Amtsgericht Essen HRB 20723

Business managers
Walter Schmidt (chairman)
Christian Leu
Jochen Schein