**Modern Slavery and Human Trafficking Statement**

Review Date: April 2025

ATE Solutions (Yorkshire) Limited

Unit 22 Mercury Quays Ashley Lane

Shipley, West Yorkshire

BD17 7DB

1. **Introduction**

The Modern Slavery Act 2015 came into effect on 29th October 2015. This statement is made pursuant to section 54(1) of the Act and constitutes ATE Solutions (Yorkshire) Limited’s slavery and human trafficking statement for the financial year ending 30th April 2024.

This statement sets out ATE Energy’s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

ATE Energy has zero tolerance to slavery and human trafficking in all its corporate activities and is committed to ensuring that its supply chains are free from slavery and human trafficking.

1. **Organisation**

ATE Energy aims to provide UK businesses with the best opportunities to control their contracted telecommunication & energy costs with complete transparency and impartiality.

1. **Supply Chains**

ATE Energy is committed to maintaining the highest levels of ethical standards in the conduct of its business and does not enter into business with any organisation which knowingly supports or is found to be involved in slavery and human trafficking.

ATE Energy with the Public Contracts Regulations 2015 and uses the mandatory Crown Commercial Services (CCS) Pre-Qualification Questionnaire on procurements, which exceed the prescribed threshold. Bidders are required to confirm their compliance with the Modern Slavery Act 2015.

ATE Energy’s Procurement and Contracting Team are qualified and experienced in managing energy contracts, to include:

• Using routine compliance contract management meetings with its providers to address any issues around modern slavery;

• Implementing any relevant clauses

1. **Commitment to the Principles of the Modern Slavery Act 2015**

ATE Energy is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, ATE Energy is committed to creating a non-discriminatory environment and fair treatment to all of its employees. ATE Energy seeks to encourage and support a diverse workforce and believes that all of its employees should have the opportunity to raise any concerns in relation to malpractice.

ATE Energy’s recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in its employment.

ATE Energy’s enhanced safeguarding training for employees includes role relevant modern slavery awareness. ATE Energy promotes awareness of modern slavery via an e-learning training booklet and self-assessment, available to all its employees via the ATE Energy’s intranet.

ATE Energy maintains the following policies which are accessible to all its employees via the ATE Energy intranet/Radar:

• Whistleblowing Policy

• Uniform and Code of Conduct Policy

• Bribery and Corruption Policy

• Public Interest Disclosure Policy (Whistleblowing)

• Safeguarding Adults and Children at Risk Policy

• Harassment and Bullying Policy

• Diversity Policy

• Recruitment Policy

1. **Embedding the Principles**

The principles will continue to be embedded by the following activities:

• Completing suitable due diligence in relation to the Modern Slavery Act in the event that ATE Energy chooses to bring on new products, contracts or services;

• Ensuring employees have access to the available resources to enable them to identify signs of modern slavery and have a clear reporting line for raising concerns of modern slavery

• Continuing to embed zero tolerance across the organisation

1. **Board Approval**

This statement was approved on 01st April 2025 by the organisation’s Managing Director and will be reviewed and updated annually.

Director’s signature:

Director’s name: Thomas Delaney

Managing Director

Date: 1st April 2024