

MODERN SLAVERY STATEMENT

A) ORGANISATION STRUCTURE AND SUPPLY CHAINS

This statement applies to ANOTECH Energy Global Solutions Limited. The information included in the statement refers to the financial year 2019-2020.

ANOTECH Energy Global Solutions Limited is a private limited company. We are a member of the Alten Group and our ultimate parent company is Alten SA. Founded in 1988, Alten SA is the leader in engineering and technology consulting.

The company operates from our Headquarters based in London and on customer sites (worldwide).

ANOTECH Energy Global Solutions Limited provides technical assistance services in various fields (engineering, supervision, maintenance...) for its customers' energy projects worldwide.

Given the sector in which we operate we do not have an extensive supply chain network. Our supply chain mainly consists of IT hardware and software, sub-contractors, office supplies, cleaning and building maintenance services, professional services (accountants, lawyers,...).

B) Policies in relation to slavery and human trafficking

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

C) Due diligence processes

We have a limited supply chain which reduces the risk of violating the Modern Slavery Act of 2015. To ensure that due diligence is carried out, we sign agreements with companies who illustrate that they conduct appropriate vetting in line with Home Office guidelines and UK and European employment law for all of their employees.

D) Risk assessment and management

ANOTECH Energy Global Solutions Limited has implemented internal processes in place to ensure that slavery and/or human trafficking does not take place in its organisation or supply chains, including its suppliers.

ANOTECH Energy Global Solutions Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, ANOTECH Energy Global Solutions Limited has taken the following steps to ensure that modern slavery is not taking place:

- Protect staff from victimisation if they raise issues about slavery and human trafficking, even in the case that would reveal not to be true;
- Select our suppliers in countries that are identified as very low risk.

ANOTECH Energy Global Solutions Limited will take any allegation of potential slavery and human trafficking very seriously and launch immediate investigation should it arise.

ANOTECH Energy Global Solutions Limited does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to ANOTECH Energy Global Solutions Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

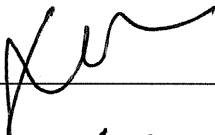
E) Key performance indicators to measure effectiveness of steps being taken

In general, ANOTECH Energy Global Solutions Limited considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us.

F) Training on modern slavery and trafficking

ANOTECH Energy Global Solutions Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. ANOTECH Energy Global Solutions Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

SIGNATURE:  _____
NAME: Karine FEDILLAIRE
DATE: March 4, 2020