

Introduction

Renew Holdings plc (Renew) and its subsidiary businesses are fully committed to the prevention of Modern Slavery and Human Trafficking and will not tolerate or condone any such identified act within any aspect of its business activities.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015, it sets out the activities undertaken by Renew Holdings plc and its subsidiary businesses in respect of the prevention of Modern Slavery and Human Trafficking and constitutes the Company's annual Modern Slavery Statement for the financial period 1 October 2020 to 30 September 2021.

Organisational Structure

Renew Holdings plc, through its wholly owned subsidiary businesses, provide a diverse range of mainly engineering services supporting the maintenance and renewal of assets for both public and private sector customers in the Infrastructure sector.

Renew Holdings plc and its subsidiary businesses operate in the United Kingdom where the majority of work is delivered by a directly employed workforce, supplemented where necessary by temporary workers supplied by reputable recruitment partners, all of whom are fully eligible to work within the United Kingdom.

Renew Holdings subsidiary businesses recruit either directly or via a limited number of reputable recruitment partners, who are required to successfully complete supply chain due diligence process, prior to being accepted as a recruitment partner.

Supply Chain

Given the nature of Renew Holdings plc organisational structure and our subsidiary businesses model of directly employed work delivery utilising a UK based supply chain, we consider that any exposure to risk of Modern Slavery or Human Trafficking is extremely low and that should any risk exist it is most likely to be within the extended Supply Chain. Our subsidiaries work closely with their Tier 1 Supply Chain members in the identification of such risk to ensure it is addressed in an appropriate manner.

Modern Slavery Policy

Our subsidiary businesses produce comprehensive policies in respect of Modern Slavery and Human Trafficking which are available to view on their company websites. Links to our subsidiary's websites can be found at <http://www.renewholdings.com/contact>. These policies and supporting procedures detail the subsidiary businesses approach to the prevention of Modern Slavery and Human Trafficking, along with the processes used to support and deliver their commitment.

Renew Holdings plc and its subsidiary businesses operate a risk based approach to the identification of Modern Slavery and Human Trafficking the principle of which is based on the location of the product or service, industry sector, supplier relationships and existing data held supported by additional information and guidance obtained from, but not limited to, sources such as the Global Slavery Index, Corruption Perceptions Index and US Department of Labour Lists of Goods and Suppliers.

Due Diligence and Identification of Risk

Renew Holdings plc and its subsidiary businesses policy of direct employment is supported by robust processes which ensure that an individual's identity is confirmed and they have a legitimate right to work in the United Kingdom. This policy and the right to work checks undertaken by our subsidiaries minimise the risk of employing forced labour or those who may be subject to human trafficking.

Where subsidiary businesses of Renew Holdings plc utilise labour only sub-contractors the introduction of due diligence checks ensure that, as a minimum, labour providers comply with our commitment to the Prevention of Modern Slavery and their processes for recruitment contain no illegal labour practices.

Our activities 2020/21

Our subsidiaries activities during 2020/21 were somewhat restricted due to the effects on the business resulting from the Covid-19 Omicron variant. However, our commitment to and activities supporting the prevention of modern slavery, remains a key priority.

- Our subsidiary businesses continued to review their processes and procedures to ensure that modern slavery and human trafficking is not taking place, initiatives included employee Modern Slavery awareness training, improved supplier reviews and vendor assessment processes.
- Continued risk assessment of supply chain activities to identify and prioritise any areas which may pose a risk of Modern Slavery.
- Modern slavery requirements are incorporated into supplier review processes for new suppliers.
- Our subsidiaries continue to engage with industry bodies and suppliers across the markets in which they operate to better understand capability and best practice which in turn helps drive continuous improvement in their approach to modern slavery.

Our objectives for the financial year 2021/22 include:

- Continue to monitor suppliers using a range of initiatives across our subsidiary businesses including extending the monitoring of suppliers to cover both high and medium risk suppliers and looking at the supply chain to evidence their commitment to the prevention of Modern Slavery.
- Continue to engage across our key strategic suppliers and industry bodies to discuss and understand capability, best practice and learning on Modern Slavery to continuously improve our approach to Modern Slavery.

Our commitment

Renew Holdings plc and its subsidiaries commitment to the prevention of Modern Slavery and Human Trafficking emanates directly from the Renew Holdings plc Board of Directors. Commitment to this important social issue has been clearly communicated both internally to employees and externally to subcontractors and Tier 1 supply chain partners.

We acknowledge that our approach to the Prevention of Modern Slavery and Human Trafficking will continue to evolve year on year. We will utilise our annual statements to reaffirm our continued commitment to deal with this important issue.

A handwritten signature in black ink, appearing to be "Paul Scott".

Paul Scott
Chief Executive
Renew Holdings plc
22 March 2022