

## WENOKES Limited

33 Harrison Drive,  
High Halstow,  
Rochester, Kent,  
ME3 8TF



### DOCUMENT TITLE

Modern Slavery & Human Trafficking Statement

## INTRODUCTION

WENOKES Limited is committed to preventing modern slavery and human trafficking in all its forms. We fully support the principles of the **Modern Slavery Act 2015** and recognise our responsibility to ensure that slavery, servitude, forced labour, and human trafficking do not take place within our business or supply chains.

This statement outlines the steps we have taken, and will continue to take, to identify, assess, and mitigate the risk of modern slavery in our operations and supply chain.

## OUR BUSINESS AND STRUCTURE

- WENOKES Limited provides electrical, control, and instrumentation engineering project management and installation services.
- We operate primarily within the United Kingdom, delivering projects for industrial and commercial clients.
- Our business structure includes direct employees, contractors, and subcontractors, as well as partnerships with specialist suppliers.

## OUR SUPPLY CHAINS

Our supply chains include:

- Electrical, control, and instrumentation materials and equipment suppliers.
- Specialist subcontractors for engineering and installation services.
- Professional service providers (e.g., training, consultancy).

We acknowledge that certain materials and services may be sourced indirectly from countries or sectors with higher modern slavery risks.

## POLICIES AND GOVERNANCE

Our approach to preventing modern slavery is supported by:

- **Modern Slavery & Human Trafficking Policy** – outlining zero tolerance for modern slavery.
- **Supplier Code of Conduct** – requiring suppliers to uphold human rights and ethical labour practices.
- **Speak Up (Whistleblowing) Policy** – providing confidential reporting channels with protection against retaliation.

These policies are reviewed annually and updated to reflect legislative or operational changes.

## DUE DILIGENCE AND RISK ASSESSMENT

We take a risk-based approach to managing modern slavery risks by:

- Prioritising due diligence for suppliers in higher-risk sectors or regions.
- Requiring contractual clauses that prohibit modern slavery and human trafficking.
- Reserving the right to audit supplier practices where concerns arise.

## TRAINING AND AWARENESS

- We provide annual training to all employees and contractors to help identify the signs of modern slavery and understand how to report concerns.

## REPORTING CONCERNS

We encourage staff, contractors, suppliers, and other stakeholders to report concerns through:

- Line management.
- Our confidential Speak Up channel (contact@wenokes.com).
- The UK Modern Slavery Helpline (0800 0121 700).

All reports are treated seriously, investigated promptly, and escalated to relevant authorities where required.

## EFFECTIVENESS AND CONTINUOUS IMPROVEMENT

We measure our effectiveness through:

- The number of suppliers audited.
- The number of employees trained.
- Any reports of modern slavery investigated and resolved.

In the coming year, WENOKES Limited will:

- Expand supplier audits to cover more tiers of the supply chain.
- Continue raising awareness through targeted training sessions.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes WENOKES Limited's Modern Slavery & Human Trafficking Statement for the financial year ending 31 March 2026.

Signed:



**Matt Wenham**  
**WENOKES Limited**  
**Date: 13/08/2025**

Signed:



**Evan Stokes**  
**WENOKES Limited**  
**Date: 13/08/2025**