

Delta Matrix Limited
Modern Slavery and Human Trafficking Statement
1st June 2021– Review 1st June 2022.

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Author:	David Wright
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Delta Matrix Limited.

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Holder:

Managing Director – Mr. M Madden

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 30th April 2020 to 30th March 2021. The statement sets down Delta Matrix Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Delta Matrix Limited which are as follows:

Delta Matrix Limited are Electrical Power Systems Engineers and Consultants delivering Electrical Power System Studies, Modelling, Analysis and Design using industry leading Power Systems Modelling software tools. The scope of work extends from basic studies and designs to advance modelling and analysis of complex Electrical Power networks.

The Company currently operates in the following countries:

The Company operates in UK only.

High Risk Activities

The following has studied their activities and considered that there is no high risk of modern slavery or human trafficking:

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: Mr. M Madden {Managing Director} is responsible for creating and reviewing policies. The process by which policies are developed.
- 1.2 Risk assessments: Mr. M Madden {Managing Director} is responsible for risk assessments in respect of human rights.
- 1.3 Due diligence: Mr. M Madden {Managing Director} is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all Delta Matrix Limited's employees to cooperate with company training.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships. The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers, and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Delta Matrix Limited's Code of Conduct** - The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarizes how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes long-standing relationships with suppliers and making clear our expectations of business partners and/or evaluating the modern slavery and human trafficking risks of each new supplier and/or invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including staff to have completed training on modern slavery by labor monitoring and payroll systems.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Managing Director endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Mr. M Madden {Managing Director}
Position: Managing Director Delta Matrix Limited
Date: 1st June 2021

Signature:



{Managing Director}