

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

AMENDMENT HISTORY						
This document is reviewed periodically, at least annually, and is retained for a period of six years. Amendments and revisions are distributed by the named holder. The history of amendments and the issue of revisions are recorded below.						
ISS	REV	DESCRIPTION	PREPARED	APPROVED & AUTHORISED	SIGNED	ISSUE DATE
01	00	First Issue	David Wright	Marcel Madden Managing Director		01/06/2021
02	00	Policy Update	David Wright	Marcel Madden Managing Director		06/09/2022
03	00	Policy Review	David Wright	Marcel Madden Managing Director		26/01/2024

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Holder:	Managing Director – Mr. Marcel Madden

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	MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT	DML50008		03
	CONFIDENTIALITY LEVEL	ISSUE DATE	SHEET	REV
	CONTROLLED: UNCONTROLLED IF PRINTED	26/01/2024	1 of 3	00

1. Introduction

1.1. 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.

2. Organisational Structure and Supply Chain

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

- (a) 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.

2.2. The Company currently operates in the following countries:

- (a) The Company operates in the UK only however, does time to time work on projects located outside the UK.

3. High Risk Activities

3.1. Following the assessment of the Companies activities and considered that there is no high risk of modern slavery or human trafficking.

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

- (a) Policies: Mr. M Madden (Managing Director) is responsible for creating and reviewing policies. The process by which policies are developed.
- (b) Risk assessments: Mr. M Madden (Managing Director) is responsible for risk assessments in respect of human rights.
- (c) 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.

4. Training

4.1. 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.

5. Policies

5.1. 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.

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5.2. 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.

5.3. Delta Matrix Limited's Code of Conduct. The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.

5.4. 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.

6. Due Diligence Processes for Slavery & Human Trafficking

6.1. 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.

7. Performance Indicators

7.1. 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 labour monitoring and payroll systems.

7.2. 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 statement has been approved and authorised on behalf of Delta Matrix Limited by:



Marcel Madden BEng (Hons), CEng, DMS, MIET
Managing Director

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