



HERO FUTURE ENERGIES GLOBAL LTD

# SLAVERY AND HUMAN TRAFFICKING STATEMENT

0	12.03.2019	<b>Rahul Munjal</b>
Rev.	Date	<b>Signed For and on behalf of Hero Future Energies Global Limited</b>



HERO FUTURE ENERGIES GLOBAL LTD

## 1.0 SLAVERY AND HUMAN TRAFFICKING STATEMENT

1.1 Hero Future Energies Global Limited (the “**Company**” or “**we**”) is committed to taking appropriate steps to ensure there is no slavery and human trafficking in our own business or in our supply chains.

1.2 This statement, which is published pursuant to section 54(1) of the Modern Slavery Act 2015, describe the steps that we have taken during the financial year ended 31 March 2018 to ensure that slavery and human trafficking is not taking place in our supply chains, or in any part of our own business.

## 2.0 OUR STRUCTURE

2.1 Hero Future Energies is a leading independent power producer, focused on futuristic and clean energy. The Company is a private Company incorporated in England and is the holding Company of the Hero Future Energies group (the “Group”), which is comprised of all the holding companies, SPVs and affiliate companies in UK, India and Singapore.

2.2 The Group’s principal activity is setting up solar, wind power plants/ projects and focusses on current and futuristic clean energy projects. The Group operations are currently principally located in India, but the Group also has operations/Representative offices in Singapore, Vietnam, Mauritius and UK.

## 3.0 OUR SUPPLY CHAINS

3.1 Our principal suppliers include:

3.1.1 Manufacturers, contractors (EPC, O&M etc) and suppliers for solar, wind, energy storage systems and roof top solar equipment; and

3.1.2 provider of professional services, such as insurance and professional advisors (legal, regulatory, audit, etc.).

## 4.0 OUR POLICIES AND PROCEDURES ON SLAVERY AND HUMAN TRAFFICKING

4.1 We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery and human trafficking policy reflect our commitment to act ethically and with integrity in all our business relationships and to implement as well as enforce effective systems and controls to ensure slavery and human trafficking is not taking place in any part of our business or supply chains.

4.2 We adhere to all applicable employment law relating to our employees’ terms and conditions, including pay, and we adhere to the applicable minimum wage in all geographies where we operate. We expect all our suppliers to conduct their own businesses in a manner which is both lawful and ethical, including adopting good business practices that prevent and eliminate modern slavery and human trafficking.



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- 4.3** While we are already complying with the key requirements, as a responsible Group, we are proactively initiating processes to:
- 4.3.1 Identify and assess potential risk areas in our supply chains.
  - 4.3.2 Mitigate the risk of slavery and human trafficking, if any, occurring in our supply chains.
  - 4.3.3 Monitor potential risk areas in our supply chains.
- 4.4** We have a whistleblowing policy designed to protect whistle-blowers to ensure that our staff can raise concerns regarding default on this Policy (i.e.. About slavery or human trafficking) freely and confidentially with the conviction that such concerns will be dealt appropriately and in confidence.
- 4.5** We regularly review our procedures to identify additional steps, if any required (e.g. A robust Compliance program) to address the risk of modern slavery or human trafficking taking place within our supply chains.

**5.0 TRAINING**

- 5.1** To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.
- 5.2** This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending 31 March 2018.