



Anti-Slavery & Human Trafficking Statement

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About GDi

GDi provides engineering and consultancy services to the energy sector comprising multi-discipline engineering, project management, detailed design, inspection, integrity services, software design and survey, for construction and installation. GDi delivers tailored engineering solutions and provides customers with a cost-effective means of safely and efficiently maintaining their assets by utilising latest technology to streamline workflows and increase uptime.

GDi's supply chain includes contractors, suppliers and other business partners from whom we procure goods and services.

Our Policies in relation to the Modern Slavery Act 2015

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

GDi has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

GDi prohibit the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This statement is supported by GDi's Whistleblowing Policy (HR-PRC-002), Anti-Bullying & Harassment Policy (HR-PRC-003), and Equality & Diversity Policy (HR-PRC-011).

We expect the same high standards from all of our contractors, suppliers and other business partners. and as part of our supplier approval process, we perform due diligence to ensure our supply chain uphold the commitments in this statement. Where applicable, GDi reserve the right to audit contractors or suppliers where we identify a risk of slavery and human trafficking.

Responsibility and Compliance with this Statement

The Managing Director has overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this statement and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Employees are responsible for:

- avoiding any activity that might lead to, or suggest, a breach of this statement.
- notifying their line manager or a Director as soon as possible if they believe or suspect that a conflict with this statement has occurred or may occur in the future
- raising concerns about any issue or suspicion of modern slavery in any part of the business or supply chain at the earliest possible stage

GDi aim to encourage openness and will support anyone who raises genuine concerns in good faith under this statement, even if they turn out to be mistaken. GDi are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of the business or supply chain.



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Communication & Awareness of this Statement

Training on this statement, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular updates are issued where applicable.

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

A handwritten signature in black ink, appearing to read 'Gianni Brooke'.

Gianni Brooke

Managing Director

5th December 2023