



Modern Slavery Statement for Financial Year 2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that E&I Engineering Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. E&I Engineering Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Formed in 1986 The E&I Engineering Group manufacture bespoke Electrical Switchgear (E&I Engineering Ltd) and Busbar Trunking Systems (Powerbar Ltd) for the building services sector. The Group currently employs just over 1000 people in our three facilities. In addition to our headquarters in Donegal, Ireland we also have a manufacturing facility in the United Arab Emirates (UAE), as a branch of the PowerBar Limited trading name, to service the Middle East region and a manufacturing facility in Anderson, South Carolina, USA manufacturing Electrical Switchgear and Busbar Trunking Systems.

As an Irish export company, exporting 98% of our products we currently employ 675 staff in Ireland 200 in the UAE and 140 in our US factory. Our business centres on the design, manufacture, supply and assembly of high quality, competitively priced Electrical Switchgear and Busbar Trunking Systems on a global scale.

We offer these products to a variety of sectors, ranging from Transport, (Airports) to Sporting Venues, (Football Stadiums), Banking institutions, Hospitals, and worldwide Data Centres. All resources, skills, experience and manufacturing facilities are in-house. We provide a single point of contact to manage all project requirements – with no 3rd party out-sourcing to ensure deadlines are met and all technical, commercial and program issues are co-ordinated and resolved.

Our Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy - We operate a robust recruitment policy, including conducting eligibility to work in ROI and the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Anti- Bribery and Corruption Policy - It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

- Equal Opportunities Policy - E&I Engineering / Powerbar Ltd are committed to ensuring that the talents and resources of all our employees are utilised to the full. We will not discriminate unfairly against any individual in matters of recruitment or selection, for any position, promotion, development, or training on the grounds of perceived religious or political affiliation, gender, marital status, disability, colour, race or ethnic origin, age, sexual orientation, or membership of the travelling community.

Our Suppliers

E&I Engineering Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery become known

Training

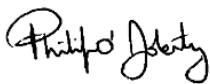
We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Signed:



January 2020
Managing Director.