

Rebel[®] energy

Modern Slavery Policy

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1. Purpose

The purpose of this policy is to set our Rebel's Modern Slavery Statement demonstrating our commitment to the principles of the Modern Slavery Act 2015

2. Scope

This policy covers all aspects of employment of our colleagues, engagement with our contractors and relationships with all third-party partners and suppliers, in the UK and overseas.

3. Legal Framework

Our Modern Slavery Statement is made in compliance with the Modern Slavery Act 2015.

4. Rebel Modern Slavery Statement

Rebel's Modern Slavery Statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About Rebel

Rebel Energy Supply is a gas and electricity provider set up to provide gas and electricity supply to domestic and non-domestic customers with an aim to promote green energy, tackle fuel poverty and promote high standards of customer service.

We employ colleagues, and we engage contractors and suppliers, some of whom employ agents in the UK and abroad.

Commitment to the principles of the Modern Slavery Act 2015

Rebel is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We acknowledge the role that we can play to help bring this about.

We are an equal opportunities employer, fully committed to creating and ensuring an inclusive and respectful working environment for all our staff.

We want all our staff to feel confident that they can report concerns without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We recognise that, as a purchaser of goods and services, we can influence good practices in the employment of people by other organisations.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

We publish our modern slavery statement on our website.

Rebel continually undertakes the following practices to minimise the potential risk of modern slavery in its business and supply chains.

Supply Chain

We procure goods and services from the UK and a number of overseas suppliers. We build relationships with our suppliers to ensure they understand our values and comply with our expectations and commitment to protecting human rights and the environment.

As part of our procurement processes, we require all our suppliers to comply with the requirements of the Modern Slavery Act and include appropriate contractual obligations within our commercial agreements.

We require organisations tendering to work with Rebel to confirm that they have fulfilled their statutory requirement to have produced a Modern Slavery Statement if they meet the criteria to do so.

Our policies which relate to the Modern Slavery Act 2015

Our policies are available to all staff through our intranet and/or other shared document folders. Our Whistleblowing, Disciplinary, Grievance and other policies include details of the processes in place which any colleague may use to report issues or concerns about Modern Slavery.

5. Responsibilities

Due Diligence

We undertake to perform due diligence in all our recruitment and procurement policies to try and ensure that we do not inadvertently support Modern Slavery. We make all these processes widely known to our colleagues and suppliers in the hope of reinforcing good practice.

We ensure that all our colleagues are legally entitled to work in the UK and that their contract is directly with them.

We ensure that any recruitment agency we use for the placement of temporary staff follows procedures to confirm the identity and right to work (in the UK) of individuals placed with us.

We reserve the right to challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.

We continually review our supplier onboarding process to embed checks on suppliers to ensure compliance with the requirements of the Modern Slavery Act 2015.

6. Procedures

Risk Assessment and Management

We will ensure that consideration of the modern slavery risks and prevention are part of our Risk Management process, especially in relation to recruitment of colleagues and the procurement of suppliers, which represent the main areas of risk related to Modern Slavery.

Training

We will ensure that colleagues involved in buying or procurement, and the recruitment and deployment of workers, are aware of modern slavery and ethical employment practices.

7. Monitoring and Review

Our People team will ensure that every colleague receives mandatory training on modern slavery practices within their probationary period (typically the first 6 months).

Our Legal team conducts a continual review of all our policies with each policy being reviewed at least every 18 months.

Colleague action

If you suspect modern slavery, report it to the Modern Slavery Hotline on 08000 121 700 or the police on 101. In an emergency call 999, your information could save a life.

8. Communication

Communicate this policy to all employees, job applicants, customers, and stakeholders. We will ensure it is accessible and understood by everyone within the organisation.

Colleagues and contractors can report any concerns in relation to potential modern slavery linked to Rebel's operations to our Legal team.