



Modern Slavery and Human Trafficking Statement

What is Modern Slavery and Human Trafficking Statement

This statement is made by Ashbard Energy Company Limited and its subsidiary in compliance UK modern slavery act 2015, laws of the international labor organization (ILO), Nigerian labor law act as well as trafficking in persons (prohibition) law enforcement and administration act 2015.

Introduction

At Ashbard Energy Company Limited, we are cognizance of the fact that despite several campaigns on the promotion of human right, there seem to be a prevailing infringement of these rights and the only way of curbing this scourge is through the collaborative efforts of government, business as well as civil societies.

In pursuance to this objective, Ashbard Energy Company Limited and its subsidiary is at all times committed to implement strategies that are geared towards reducing the acts of modern slavery and human trafficking in our business operations and supply chain. Therefore, the actions undertaken by Ashbard Energy Company Limited to minimize the epidemic of modern slavery and human trafficking as highlighted below are embedded in our business systems, policies and procedures.

Business and Supply Chain

Ashbard Energy Company Limited is a leading indigenous company that provides premium engineering services to oil and gas companies in Nigeria while working tirelessly towards expanding its horizons to other parts of the continents. Ashbard Energy's products and services includes valve repairs, calibration, installation maintenance, pumps and rotating equipment repairs, pressure testing, (Hydro static and pneumatic), NDT, Corrosion monitoring, well engineering and intervention, procurement/ supply of raw materials and machinery, man power supply and business consulting.

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"The disdain treatment melted on human beings by their counterparts has lasted all through the history of the world and quite unfortunately even to this century. unless efforts are joined by all relevant stakeholders, the situation will remain. at Ashbard Energy Company Limited we do not only value our employees and other humans in general, we are determined to be at the forefront of this campaign on the eradication of modern slavery in our time".

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Signed by

A handwritten signature in blue ink, appearing to read 'Wale Adelaja'.

Mr. Wale Adelaja
Managing Director / CEO

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As a supplier in its own capacity, Ashbard Energy Company Limited strives continually to maintain a high profile amongst its clients by adhering to laws governing supplier qualification requirements, QHSE standards, labor and human rights and the same is applicable to its suppliers.

To enforce compliance, Ashbard Energy, conducts periodic audits and assessment on its vendors to monitor if they comply to applicable laws as they are susceptible to the use of forced labour. Ashbard Energy's vendors are required to conduct their operations in a manner that shows value to human right. this means that Ashbard Energy's vendors must not do the following

1. Indulge in child labor
2. In the use of force labor
3. Must adhere to all applicable laws of human right
4. Provide wages, healthy workspace to employees
5. Exhibit zero tolerance to discrimination, harassment, bullying of their workforce.

Training

At Ashbard Energy Company Limited, all employees at the point of induction are trained on the companies code of conduct and all other associated ethics/ compliance policies of which the modern slavery and human trafficking policy is inclusive.

Ashbard Energy personnel who interact with suppliers as well as the suppliers themselves are periodically trained on supplier expectations QHSE requirements of all supplies, human right issues and other due diligence requirement.

Policies

The foundation of Ashbards human right campaign policy in our modern slavery and human trafficking policy as driven by our HR department at the fore. In this policy's Ashbard Energy company limited commits to recognizing the epidemic and scourge of modern slavery and human trafficking, maintaining a high level of respect to human rights and ensure it does all within its capacity to curb its effects and also report to constituted authority the perpetrators of these disdained acts. in this policy, Ashbard takes a step further to defined and bring to fore the activities that constitute modern slavery and human trafficking for clarity purposes to avoid the claim of ignorance. This policy is drafted in cognizance to the laws of international labor organization, UK modern slavery Act 2015, Nigerian labor law and trafficking in persons (prohibition) law enforcement and administration act 2015.

In addition to the modern slavery and human trafficking policy Ashbard Energy Company Limited and its subsidiary as part of its human right promotion through its recruitment and anti-discrimination policies commits itself to giving equal opportunity and fair hearing to its employees, suppliers, partners, contractors. It seriously frowns at and does not engage in the employment of under age children. All employees of Ashbard Energy company limited are adults capable of making their own decisions and standing up for their rights, thus there are not forced into Ashbard's employ.

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APPROVAL

This statement has been approved by the Board of Directors of Ashbard Energy Company Limited with the Managing Director as the authorized signatory.