Modern Slavery Statement 2026-2027

About Energus

Energus is a wholly owned subsidiary of the Nuclear Decommissioning Authority (NDA). Established in 2009, Energus provides high-quality training facilities, flexible workspaces, and business support services, alongside the delivery of apprenticeship and graduate programmes across the nuclear sector. Energus operates from its main site in West Cumbria and works in partnership with a range of employers, tenants, and service providers.

Our Commitment

Energus has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to prevent modern slavery within our organisation and supply chains.

Modern slavery is a criminal offence and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking. Energus is committed to ensuring that such practices do not take place in any part of our organisation or those we work with.

We recognise that our role in supporting apprentices, graduates and individuals on placement brings an additional safeguarding responsibility to identify and respond to potential risks of exploitation.

Our Structure and Governance

Overall responsibility for this statement and for ensuring compliance with the Modern Slavery Act 2015 sits with Nicola Bacon, Head of People, Skills and Strategic Partnership.

Energus operates within a defined governance framework, with oversight provided through senior leadership and organisational policies. Modern slavery risks are considered as part of wider organisational risk management, safeguarding, and ethical governance arrangements. Any concerns identified are escalated through appropriate internal processes.

Our People

Energus is committed to providing a safe, inclusive, and respectful working environment. Our recruitment and employment practices are designed to ensure that:

- All work is freely chosen
- All employees have the legal right to work in the UK
- Individuals are protected from coercion, exploitation, or abuse

All employees, contractors, and those working on behalf of Energus share responsibility for preventing, detecting, and reporting concerns related to modern slavery. Clear reporting routes are in place, including whistleblowing arrangements, to enable concerns to be raised confidentially and without fear of detriment.

Our Supply Chain and Procurement

Energus operates a relatively low-risk supply chain, with the majority of procurement undertaken through UK-based suppliers and established frameworks, including UK government frameworks. However, we recognise that modern slavery risks can arise within any supply chain. We therefore take a proportionate, risk-based approach to procurement and supplier management, including:

- Working with reputable and trusted suppliers
- Procuring through frameworks that include due diligence and compliance requirements
- Considering modern slavery risks as part of procurement and contracting activity
- Seeking assurances from suppliers, where appropriate, regarding their compliance with relevant legislation
- Taking appropriate action where concerns are identified, which may include reviewing or terminating supplier relationships

We expect our suppliers and partners to uphold the same high standards and to take steps to ensure modern slavery is not present within their own operations or supply chains.

Policies and Procedures

Energus has a range of policies that support the identification and prevention of modern slavery risks, including:

- Code of Conduct
- Equality, Diversity and Inclusion Policy
- Recruitment and Selection Policy
- Whistleblowing Policy
- Safeguarding Policy

These policies promote a culture of transparency, accountability, and ethical behaviour and are accessible to employees.

Training and Awareness

Energus promotes awareness of modern slavery and related risks through internal communications and, where appropriate, targeted training. This includes links to safeguarding, wellbeing, and ethical practice, ensuring staff understand how to recognise and respond to potential indicators of exploitation.

Activities Undertaken During the Year

Over the past 12 months, Energus has:

- Maintained and reviewed key policies relevant to safeguarding, wellbeing, and ethical conduct
- Continued to procure primarily through established frameworks with built-in compliance measures
- Supported staff in understanding reporting routes and safeguarding responsibilities
- Ensured that modern slavery considerations form part of wider organisational risk and governance discussions

Planned Activities for 2026

During 2026, Energus will continue to strengthen its approach to modern slavery prevention through its strategic delivery planning. This includes:

- Further review of procurement practices to ensure appropriate due diligence
- Strengthening staff awareness, particularly for those involved in procurement and people management
- Reviewing supplier relationships where appropriate
- Aligning modern slavery prevention more explicitly with safeguarding and organisational risk management processes

Progress against these actions will be monitored through the organisation's strategic delivery framework.

Review and Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Energus' slavery and human trafficking statement for the financial year 2025–26.

Approved by:

Nicola Bacon

Head of People, Skills and Strategic Partnership

Date: