

Modern Slavery Act 2015: Slavery and Human Trafficking Statement

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It outlines the measures that we have taken at London Array Limited to ensure that no slavery or human trafficking is present in our business or supply chains.

Introduction from the London Array Board

London Array Limited has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and with all our relationships. We will implement and enforce effective systems and controls to ensure that modern slavery is not taking place anywhere, either within our own business or in our supply chain and, to this end, we are committed to ensuring total transparency within the Company and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from each of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will in turn hold their own suppliers to the same high standards.

Our Business and Organisation's structure

London Array owns and operates an offshore wind farm in the Outer Thames Estuary situated midway between the Kent and Essex coastlines, more than 20 km (12 miles) from each shore which consists of 175 turbines with a generation capacity of 630MW, installed on the Long Sand and Kentish Knock banks and in the Knock Deep channel that lies between. We have approximately 40 employees who manage operations out of our office in Ramsgate (Kent).

London Array Limited is a consortium of three world-leading renewable energy companies: RWE, Ørsted and Masdar – and La Caisse de dépôt et placement du Québec (CDPQ), a global investor and one of the largest institutional fund managers in Canada and North America.

Our supply chains

Our supply chains are in the areas of plant maintenance, crew transfer vessels and a range of business support services such as IT, finance, and other 3rd party services. Our supply chains vary in terms of size, complexity, and locations, and a large portion of our suppliers are UK based companies. We are also keen to develop local connections with suppliers in the Kent area which is our operation base. We are fully adopting the Modern Slavery Act principles and guidance in our supply chain development, also in the process of adopting the best practice from our participant companies.



Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have adopted a Modern Slavery Policy which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We have also implemented a Whistleblowing Policy to ensure the communication channel is open in all areas of the business.

Due diligence processes for slavery and human trafficking

We are continuing to develop our due diligence process including the core areas of: Contract and Procurement, HR and Recruitment.

We are building the processes to include the Modern Slavery Act as part our standard requirement for recruitment agency service, and to require suppliers to implement appropriate controls to prevent modern slavery and to notify us if they become aware of any modern slavery within their supply chains.

We are developing specific terms to cover the Modern Slavery Act and human trafficking as part of our standard contract template. These terms enable us to terminate the contractual relationship with a supplier immediately upon becoming aware of any breach of the Modern Slavery Act.

We are developing our contract management process to include the audit and monitoring system with the existing suppliers via contract review and questionnaires.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers. The training ensures that employees are aware that they are able to raise concerns about how colleagues are being treated, or about practices within our business or supply chains without fear of reprisals.

Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Further steps to assess the effectiveness in combating slavery and human trafficking

We plan to appoint an independent third party, to conduct an externally facilitated review to bring insights on ways to we can tackle slavery and human trafficking. We are also in the process to develop the KPIs to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking Statement for the financial year ending 31 December 2021.

This statement was approved by the London Array Board on 23 June 2022.

A handwritten signature in black ink, appearing to be "S. Menzendorf".

Signed by
Sascha Menzendorf (Director)
For and on behalf of London Array Limited

23 June 2022