



Modern Slavery Statement

Pure Planet Limited, Blue Marble Holdings Limited

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1. Introduction

Pure Planet is passionately determined to be one of the very best employers in Britain, to be an exceptional partner to the companies and organisations we work with, and a market-leading renewable energy supplier that our Members are proud to be part of. We were recently recognised as the second [Best Smaller Company to Work For in the UK](#), and the [Best Company of any size in the South West](#).

This statement is made to meet the requirements of section 54 of the Modern Slavery Act 2015 (the “Act”). This is our first statement covering our period of growth from our launch in autumn 2017 to the financial year ending 31 March 2020, and sets out the anti-slavery steps being taken by Pure Planet Ltd (the trading subsidiary of Blue Marble Holdings Ltd). These actions are designed to ensure that modern slavery is not taking place in any part of our business and supply chain.

Modern slavery is used as an umbrella term to account for all conducts which constitute an offence under the Act. It is used to describe the abuse of someone’s human rights, perhaps through economic exploitation by forced or compulsory labour, through human trafficking, servitude and slavery.

Pure Planet supports the ending of all forms of modern slavery, everywhere. Slavery in any form is wrong and against our ethics as a modern, progressive, sustainable business.

We are proud to have strong, award-winning, people-friendly workplace policies, to have

robust supply-chain management practices, and to help educate against modern slavery.

2. About Pure Planet and its suppliers

Pure Planet is Britain's first digital energy supplier and the first domestic energy supplier to have offered consumers both 100% renewable electricity and 100% carbon offset gas included in their price. We are a privately held company based in Bath.

Beyond the energy supply to our business and ultimately our Members, most of our supply chains are technology service providers and software service providers who help us deliver our predominantly digital customer services. Modern forms of slavery and human trafficking are not prevalent in these industries. We have high standards and we expect the same of our suppliers.

- Our power and gas is purchased through BP plc.
- Energy industry operations are served by Utiligroup; Gentrack supports us with billing software; and Magnum Utilities delivers smart meter fitting and maintenance.
- Pure Planet offers an all-digital web and app-based consumer experience. The software providers to enable this include: Amazon Web Services, Torry Harris Integrated Solutions (which has some of its technical team in India), IMI Mobile and Rocketmakers.
- We also use call centre and debt management services from Sigma Financial Group (some of whose team is based in South Africa).

We believe the nature of our work, our supply chains and their industries to be low risk in terms of modern slavery and human trafficking.

3. Our values

Pure Planet works to make the world a better and more sustainable place. We are here for a purpose just as much as making a profit. We therefore value the triple bottom line approach of people, planet, profit. Our values are to be sustainable, smart and to share.

Pure Planet is the only independent energy supplier in Britain to be a signatory of the United Nations Global Compact. This is a globally recognised commitment to fair and equitable human rights, workers' rights, as well as responsibilities towards the environment and anti-corruption in all its forms. You can see our statement of commitment to these principles [here](#).

Pure Planet supports the [UN's statement](#) that: "by incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success".

Pure Planet is an accredited [Living Wage](#) and [Disability Confident](#) Employer both of which help demonstrate our commitments to fairness and inclusion.

We were the first energy company in Britain to have a fully equal parental policy. To our knowledge, we remain the only one to do so. All our staff – men or women – are entitled to the same leave and benefits when they have a child. We also offer unlimited holiday. We value productivity above hours, and recognise that a happy, well-rested worker is more

valuable.

We believe in nurturing a positive, vibrant, engaging workplace where individuals are respected and treated like adults.

4. Our governance approach to tackling modern slavery

We take the risks of modern slavery seriously. We believe these risks are negligible within our own business in Bath, where we currently employ 100 people. But, like all energy firms, we rely on an extensive supply chain and we are working to ensure the risks are managed among our partners.

- We only choose trusted and reliable partners to work with.
- We only work with businesses which share similar ethics and fair practices as ourselves.
- We engage with our partners to encourage them to adopt better sustainability practices. For example, during the past year we have encouraged some of our suppliers to reduce their carbon footprints and to offer their staff equal parental leave.

Our risks are reviewed at each board meeting which take place at least six times a year.

As a consequence of preparing this statement, Pure Planet has reviewed practices regarding modern slavery and has introduced a modern slavery policy. The other policies and practices reviewed and strengthened are:

- Procurement practices.
- Employee conduct policies.
- Learning & Development practices.

In addition, we have begun to review, and where appropriate refresh, our largest suppliers' contracts to ensure they are compliant with modern slavery standards. By the end of 2020 calendar year, we aim to have reviewed all our major suppliers' contracts with respect to modern slavery.

During our reviews to date, we found no instance of modern slavery in our business, nor in any of our supply chains.

5. Our people (training)

Our culture is open and transparent. Everyone is encouraged to share ideas, suggestions, problems and to call out anything which is wrong.

During inductions, all members of our staff are introduced to our values and the way we work. By mid-2020 we will have added awareness training on modern slavery for all new joiners, and all staff will be required to sign that they have read our modern slavery policy and statement (as they do with other important documents, such as our security policy for example).

Our team members involved in procurement will also undertake more detailed modern slavery training by mid-2020 and will have regular refreshers.

In addition, we will add the topic modern slavery to our popular 'lunch & learn' educational talks for all our team which take place internally, throughout the year

6. Managing our risks

Following a review of our key suppliers, we will ensure that by the end of 2020 all our main supplier contracts contain a specific requirement to meet standards expected of the Act. We will ask for and review their modern slavery statements and ensure all future contractual engagements contain explicit references to the Act and our expectations.

We expect our suppliers to behave ethically and fairly. We will end our relationship and are prepared to take appropriate action with any supplier who breaches the Modern Slavery Act's requirements

7. Working towards a better future

We recognise the importance of multi-stakeholder collaboration and partnerships for modern businesses to thrive and prosper. We will continue to forge progressive relationships with organisations across the UK, Europe, and the Global South (where we have suppliers in India and South Africa). Indeed, it is the foundation of one of the UN's Sustainable Development Goals ([SDG17](#)).

This statement has been approved by the board of Blue Marble Holdings Ltd (the parent company of Pure Planet Ltd) on 5 June 2020 and will be reviewed annually. In line with our shared values, we commit to publish it on our website.

Signed on 5 June 2020 by director,



Andrew Ralston
Co-founder & CEO
Pure Planet