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ORSTED WIND POWER A/S modern slavery statement summary (2022)

► [Organisation address](#)

We asked the organisation a series of questions about its modern slavery statement. Its answers are published on this page as a statement summary.

► [What is a modern slavery statement?](#)

Link to full statement

[Go to full modern slavery statement on organisation's website](#)

PDF version of the statement (optional)

THERE IS NO PDF VERSION OF THIS STATEMENT.

PDF statements were first introduced to the registry for the 2023 statement year.

About this statement summary

All answers relate to the financial year covered by the statement. The organisation is responsible for all the information it provided. Some of our questions are optional, so organisations may not have answered all of them. The statement summary does not replace the full modern slavery statement – below we provide a link to the full statement on the organisation's website.

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Organisations covered by the statement

ORSTED WIND POWER A/S modern slavery statement for 2022 is a group statement covering **24** organisations. [See the full list of organisations covered by this statement](#)

Statement period and sign-off details

The statement covers the following period:
1 January 2021 to 31 December 2021

The statement was signed off by:
Duncan Clark (Head of Region UK)

It was approved by the board (or equivalent management body) on:
23 June 2022

Recommended areas covered by the statement

Government guidance encourages organisations to cover a range of areas in their modern slavery statements, setting out the steps they're taking to address modern slavery risks in their operations and supply chains. [Read about the recommended areas in the statutory guidance.](#)

We asked the organisation to tell us which areas its statement covers.

Areas recommended by government guidance

Organisation's response

The organisation's structure, business and supply chains

COVERED

Policies

COVERED

Risk assessment

COVERED

Due diligence (steps to address risk)

COVERED

Training about modern slavery

COVERED

Goals and key performance indicators (KPIs) to measure the effectiveness of the organisation's actions and progress over time

COVERED

The organisation's sectors and turnover

Sectors

The organisation operates in the following sectors:

- Utilities: gas, water and electricity

Turnover

Its turnover in the financial accounting year of this statement was:

Over £500 million

If the organisation is a public body, this amount is based on the organisation's budget for the year of the statement.

► [What does 'turnover' refer to in group statements?](#)

Number of years producing statements

The organisation has been producing modern slavery statements for the following number of years:

1 to 5 years

► [How does this work for group statements?](#)

Policies (optional)

We asked the organisation whether its policies include the following provisions in relation to its domestic and international supply chains, as well as its own operations.

Policy provisions we asked about	Organisation's response
Freedom of workers to terminate employment	INCLUDED
Freedom of movement	INCLUDED
Freedom of association	INCLUDED
Prohibits any threat of violence, harassment and intimidation	INCLUDED
Prohibits the use of worker-paid recruitment fees	INCLUDED
Prohibits compulsory overtime	INCLUDED
Prohibits child labour	INCLUDED
Prohibits discrimination	INCLUDED
Prohibits confiscation of workers' original identification documents	INCLUDED
Provides access to remedy, compensation and justice for victims of modern slavery	INCLUDED

Policy provisions we asked about	Organisation's response
Other	-

Training (optional)

We asked the organisation whether it provided training on modern slavery, and who it was for.

► [What counts as training?](#)

We asked who the training was for	Organisation's response
Your whole organisation	NO
Your front line staff	NO
Human resources	NO
Executive-level staff	NO
Procurement staff	YES
Your suppliers	NO
The wider community	NO
Other	-

Monitoring working conditions (optional)

Engaging with others

We asked the organisation to tell us who it engaged with to help monitor working conditions across its operations and supply chains.

We asked who the organisation engaged with	Organisation's response
Your suppliers	NO
Trade unions or worker representative groups	NO
Civil society organisations	NO
Professional auditors	YES
Workers within your organisation	YES
Workers within your supply chain	YES

We asked who the organisation engaged with	Organisation's response
Central or local government	NO
Law enforcement, such as police, GLAA and other local labour market inspectorates	NO
Businesses in your industry or sector	NO

Social audits

We asked the organisation to tell us about any social audits it used to look for signs of modern slavery.

► [What are social audits?](#)

Social audits we asked about	Organisation's response
Audit conducted by your staff	YES
Third party audit arranged by your organisation	YES
Audit conducted by your supplier's staff	NO
Third party audit arranged by your supplier	NO
Announced audit	YES
Unannounced audit	NO

Grievance mechanisms

We asked the organisation how workers in its operations or supply chains could raise concerns or make complaints.

We asked if workers could raise concerns this way	Organisation's response
Using anonymous whistleblowing services, such as a helpline or mobile phone app	YES
Through trade unions or other worker representative groups	YES

Other ways of monitoring working conditions

We asked the organisation whether it had any other ways of monitoring working conditions across its operations and supply chains:

Organisation's response

THE ORGANISATION DID NOT ANSWER THIS QUESTION.

Modern slavery risks (optional)



Identifying modern slavery risks is a vital step towards eradicating it. The government encourages organisations to be as open and transparent as possible, to improve understanding, collaboration and best practice around tackling this worldwide problem.

We asked the organisation to describe up to 3 priority risks it focused on during the period of the statement, including details of the affected workers, the activity involved, and the location.

Priority risks for this organisation (1 of 3)

Our approach to metals and minerals sourcing

Questions we asked about this risk	Organisation's response
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Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none">• Tier 2 suppliers Provide products and services to your organisation via your Tier 1 suppliers.• Tier 3 suppliers and below Provide products and services to your organisation via your Tier 2 suppliers or the next higher level in the chain.
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Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none">• Migrants• Children• Indigenous people
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In which country	Organisation's response: <ul style="list-style-type: none">• Denmark• United Kingdom• United States• Taiwan
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Actions or plans to address this risk	Organisation's response: During 2021, Ørsted set up a sustainability programme to address the impacts of the extraction and production of these minerals and metals on human rights. We have identified ten priority metals in our supply chain, and we are engaging with key first-tier suppliers to align expectations with the OECD Guidelines and to help shape solutions in creating transparency as well as responsible mining practices.
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Priority risks for this organisation (2 of 3)

Sourcing of solar panels

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	<p>Organisation's response: Within your supply chains.</p> <ul style="list-style-type: none"> • Tier 1 suppliers Provide their products and services directly to your organisation. • Tier 2 suppliers Provide products and services to your organisation via your Tier 1 suppliers. • Tier 3 suppliers and below Provide products and services to your organisation via your Tier 2 suppliers or the next higher level in the chain.
Who was it most likely to affect	<p>Organisation's response:</p> <ul style="list-style-type: none"> • Migrants • Indigenous people
In which country	<p>Organisation's response:</p> <ul style="list-style-type: none"> • Denmark • United Kingdom • United States • Taiwan
Actions or plans to address this risk	<p>Organisation's response: We have consequently strengthened our contractual language for solar panel suppliers, initiated a feasibility study to establish supply chain traceability, started joint screenings with an external service provider and conducted assessments of key solar panel suppliers. These steps are taken to avoid sourcing solar panels tied to forced labour and to ensure compliance with new forced labour regulations in key markets.</p>

Priority risks for this organisation (3 of 3)

Crew on board vessels

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	<p>Organisation's response: Within your supply chains.</p> <ul style="list-style-type: none"> • Tier 1 suppliers Provide their products and services directly to your organisation.
Who was it most likely to affect	<p>Organisation's response:</p> <ul style="list-style-type: none"> • Migrants
In which country	<p>Organisation's response: Taiwan</p>
Actions or plans to address this risk	<p>Organisation's response: This issue has been discussed on an ongoing basis with the government to ensure timely crew changes as well as to lessen the restriction.</p>

Indicators of forced labour (optional)

We asked the organisation whether its statement refers to finding any International Labour Organization (ILO) indicators of forced labour.

► [What are ILO indicators of forced labour?](#)

ILO indicators we asked about	Organisation's response
Abuse of vulnerability	NO
Deception	NO
Restriction of movement	YES
Isolation	YES
Physical and sexual violence	NO
Intimidation and threats	NO
Retention of identity documents	YES
Withholding of wages	NO
Debt bondage	NO
Abusive working and living conditions	YES
Excessive overtime	NO
Other	-

Actions taken in response to finding ILO indicators

We asked the organisation to tell us whether its statement refers to any actions it took after finding indicators of forced labour

Actions we asked about	Organisation's response
Financial remediation, including repayment of recruitment fees	NO
Change in policy	YES
Change in training	YES
Referring potential victims to government services	NO
Supporting victims via NGO	NO
Supporting investigations by relevant authorities	NO
Other	-

Demonstrating progress (optional)

We asked the organisation how its statement demonstrates progress over time in addressing modern slavery risks. They provided the following answer:

1. mapping our challenges and opportunities related to the impact we have on people through our operations and projects. Based on the materiality of these challenges, 10 key themes have been prioritised 2. publishes due diligence numbers on a quarterly basis as part of the ESG performance report 3. A Good Business Conduct eLearning course is part of Ørsted's onboarding process for new employees and it is provided as a refreshment training on a biannual basis for all other employees

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