

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### Introduction

We will work to abolish acts of modern-day slavery and human trafficking from within our business and supply chains.

We are not legally obliged to report on slavery and human trafficking as our annual turnover is under £36 million however, we make this statement in accordance with section 54(1) of the Modern Slavery Act 2015.

### Organisational structure, business, and supply chains

We are a privately owned building and fit-out contractor that has been trading since 1988.

Our enviable reputation has been established by delivering high quality refurbishment, new build, fit out and demolition projects in the following business sectors:

- Healthcare
- Conservation
- Schools
- Commercial
- Mobile and Temporary Accommodation

Our supply chains are all UK based subcontractors, suppliers, or wholesalers.

### Policy on slavery and human trafficking

We will ensure that there is no modern slavery or human trafficking in any part of our business or in our supply chains. We are committed to acting in an ethical manner with integrity in all our business dealings and to introducing effective systems with enforceable controls to ensure slavery and human trafficking is not taking place within our supply chains.

We expect our employees and suppliers to comply with all applicable laws relating to slavery, servitude, forced or compulsory labour and human trafficking, including the UK Modern Slavery Act 2015. Neither may engage in any such practices, and we expect our suppliers to take the appropriate steps to ensure that none of these issues are taking place in their own businesses or supply chains.

Neither employees nor suppliers may withhold workers' original government-issued identification and travel documents, nor can they impose unreasonable restrictions on movement within, or upon entering or leaving, the workplace or other work-related sites. Suppliers must ensure that workers' contracts convey their conditions of employment clearly and in a language that they can understand.

We also expect our suppliers to ensure that any third-party recruitment companies that they use are compliant with the provisions of this Policy and local laws.

### Due diligence

We believe that we are a 'low risk' business with regard to slavery and human trafficking and encourage an open door culture that empowers staff to identify and report any perceived risks within our business. All employees are recruited either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not use agency workers or recruit from outside the UK.



Signed:

Gary Smy – Director

Acceptance Date: 01.02.23

Review Date: 01.02.24

**Managing risk**

We have a whistleblowing policy and are introducing systems to identify, review and monitor potential risk areas as part of our efforts to identify and manage risks within our supply chain.

**Supplier Responsibilities**

We expect our suppliers, and anyone who works for them, or with them, including their own suppliers, to align with our Policy and to introduce and oversee their own appropriate policies and procedures to ensure that they do.

We reserve the right to ask our Suppliers to provide evidence to show their compliance with our policy; we may ask them to provide documentary evidence, to conduct onsite audits and to then report on their findings; recommend and/or review corrective plans; and request evidence of the effectiveness of any corrective actions that they introduce.

We also expect our Suppliers to inform us if they are aware of any non-compliance with our Policy. We take violations of this Policy seriously and expect our Suppliers to quickly implement the required remedial actions. If we deem their response to be inadequate, we may discontinue our relationship with them.



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