

TITLE Anti-Slavery & Human Trafficking Policy 2023				
REFERENCE DF Policy 006 Rev1	PREPARED BY Ben Buckmaster	APPROVED BY Luke Steward	DATE ISSUED 13 th April 2023	PAGE 1 OF 1

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

ORGANISATION'S STRUCTURE

The group has an annual turnover in excess of £5M.

OUR SUPPLY CHAINS

Our supply chains include the Provision and delivery of Pump, Pipework, Filtration solutions.

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. Our Anti-slavery Policy 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.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKINGAs part of our initiative to identify and mitigate risk -

- Where viable, we run our Sites and Plant Training Schools with Project Managers to ensure optimum control of the work environment;
- Where possible we build long standing relationships with local suppliers and tenancy customers and make clear our expectations of business behaviour;
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUESWe have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

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 relevant members of staff. All Directors have been briefed on the subject.

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OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Signed: - 

Ben Buckmaster :- Company Director /Sales Director

Date :- 13th April 2023