



## Modern Slavery Statement

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We have a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings.

### Our business

We are a small-medium UK based business with a staff of around 60 people. We currently only operate within the UK market and use UK based suppliers to enable us to carry out our activities.

### Our policies & processes

We operate a number of internal policies & processes to ensure that we are conducting business in an ethical and transparent manner. These include:

- Modern Slavery Statement. This statement sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- Recruitment process. We operate a robust recruitment and induction process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### Our suppliers

We operate a supplier approval process and maintain a preferred supplier list. As part of our approval process, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
- We may terminate the contract at any time should any instances of modern slavery come to light

### Training

We have provided awareness to our staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

We operate an open door policy, enabling any concerns to be raised freely with the undersigned.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Signed :



Name : Karl Petters

Position : Director

Signed :



Name : Lee Petters

Position : General Manager

Date Signed : 19/04/18

Date for Review : 19/04/19