

Statement on slavery and human trafficking

TSG Building Services Plc recognises that human slavery and trafficking remains a concern on society all over the world and are committed to guaranteeing we do not encourage or partake in the activities. We aim to ensure that we remain compliant with “**The Modern Slavery Act 2015**” and at no point support slavery or human trafficking, and take responsibility for implementing a training programme for our staff on the risks in our business and into our wider supply chain. For new employees this will be incorporated within the induction process. All staff will, as a result of the training provided, be encouraged to report any concerns they may have to their line manager.

The services undertaken by TSG fall across multi-disciplines, including mechanical, electrical, construction and renewable works, primarily within the social housing sector. The majority of works are carried out by our directly employed workforce, assisted by subcontractors to undertake specialist works.

We work very closely with our supply chain through each division to ensure that no modern day slavery or human trafficking is taking place in either our company or within our supply chain.

Our **anti-slavery policy 2018** reiterates our commitment to acting as an ethical service provider, demonstrating integrity in all aspects of our work, business relationships and infrastructure. The policy supports our company policies, procedures and requirements of our UKAS Certificated ISO9001 and 14001 Integrated Management System. We have established formal reporting and disciplinary procedures in relation to the act where any breaches have been occurred.

We have instigated the follow to support us in achieving our aims to identify and mitigate the risks in the following, but not exhaustive ways;

- Stringent vetting and supervising our supply chain, including subcontractors and suppliers;
- Requiring the provision of a statement or policy on the Modern Slavery Act 2015;
- Regular audit carried out in accordance with our IMS, including policies, procedures and work practices;
- Encourage reporting of concerns and protection of whistle-blowers;
- We will not knowingly support or deal with any businesses, irrelevant of size who are involved in slavery or human trafficking.
- We operate a zero tolerance policy to slavery and human trafficking and expect that all members of our supply chain work with us in meeting our values.

In order to ensure that the policy is implemented company wide, all relevant members of staff have received training, including briefing provided to all Directors and Managing Directors. Our HR department, along with multiple management levels have responsibility in ensuring that the policy is practiced, and reporting of any concerns is encouraged.

Regular audits will be carried out on all operations within the business and our supply chain, including labour, subcontractor and supplier monitoring, payroll systems, records of communications,

The policy is written in accordance with section 54 of the Modern Slavery Act 2015 and establishes our companies’ slavery and human trafficking statement.

Adam Thrussell, Managing Director.

