



Modern Slavery and Human Trafficking Policy

Overview

SCS Building Solutions Ltd (SCS) believe that everyone should be treated with dignity and respect. We recognise our role in society and responsibility to respect Human Rights. We are committed to preventing or mitigating adverse human rights impacts that are caused by or linked to our business, addressing such impacts if they occur.

This Modern Slavery and Human Trafficking Policy sets out our leading principles with regards to human rights for SCS; our employees, as well as the expectation we have of our external stakeholders.

What does Modern Slavery and Human Trafficking mean?

The Modern Slavery Act was introduced in 2015 which requires qualifying businesses to produce an annual statement setting out the steps they have taken to prevent modern slavery in their business and supply chain. Modern Slavery is a term used to encompass slavery, forced, compulsory labour and human trafficking of children and adults and any activity that leads to the deprivation of a person(s) liberty by another in order to exploit them for personal or commercial gain. It is a crime and a violation of fundamental human rights.

SCS Building Solutions Ltd Leading Principles

Given the nature of our services, certain human rights stand out because they are liable to give the greatest negative impact throughout our business activities and relationships. Together with our Internal and External Stakeholders, we have therefore identified the most critical issues to focus on. These are outlined below:

Our Principles

No Forced or Bonded Labour: SCS take a zero-tolerance approach to modern slavery. Employees must be free to terminate their employment giving the relevant notice period. SCS Building Solutions will never charge fees for offering employment and employees will never be deprived of their right to work ID.

No Child Labour: SCS do not engage in child labour either directly or indirectly and always adhere to the legal age requirements.

Freedom of Association: SCS respect the right of employees to join a trade union or similar body and be represented by them. Employment must not be subjected to the condition that a person may not join such a body or must terminate his or her membership.

Fair Working Hours: SCS operates in accordance with the Working Time Regulations 1998 and have a responsibility to make sure that employees are receiving the correct number of breaks and are not working too many hours.

Remuneration: Remuneration for employees shall be no less than the National Minimum Wage.

Employability: Training and skills development is essential for employability and sustainability in any workforce SCS provides tailored training to employees where this is appropriate.

Protection of Health & Safety: SCS are committed to providing and maintaining a healthy and safe working environment and promote wellbeing at work. We will do all that is reasonably practicable to prevent personal injury and illness and to protect our employees, clients, suppliers, and visitors from foreseeable work hazards.

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No Harassment, Intimidation, or Bullying: Harassment, intimidation, or bullying is an unwanted physical, verbal, or other conduct that violates dignity or creates an intimidating, hostile, degrading, humiliating or offensive work environment. We value respect in the work environment and do not tolerate any form of intimidation, bullying or harassment, including sexual harassment. An intimidating hostile or offensive working environment interferes with work performance and will adversely affect an individual’s employment conditions. We challenge any client or supplier who appears to engage in such practices.

Expectation from our Internal and External Stakeholders

As people are at the core of our services, we expect our employees to understand and promote the importance of human rights responsibilities in relation to all stakeholders both within SCS and in any external business relationships.

Employees: SCS will take all reasonable measures to avoid the company being involved in or contributing to human rights violations in our operations, services, or business relationships with employees.

Management: Management, including our Shareholders and Directors have additional obligations. They are responsible for acting in accordance with SCS core values and ensuring compliance with this policy. This also means being responsible for supporting and compliance efforts of those reporting to them which necessarily requires active communication.

Clients and Suppliers: When we interact with our clients and suppliers, we expect them to act in accordance with all relevant human rights principles, especially those that may impact our employees. We will request all information on issues or situations that may impact the working conditions of our employees and will discuss any potential issues, breaches, and suspected breaches. When we interact with our clients and suppliers, we also expect them to act in accordance with all relevant Human rights principles. SCS may audit these parties and in the event of non-compliance, we will discuss how future compliance can be ensured, any existing risk can be mitigated, and consequences can be addressed.

How to Report (suspected) Violations

Any employee or other stakeholder who has witnessed a violation of this policy should contact a company Shareholder. All concerns are treated in confidence and with complete assurance that there will be no retaliation against anyone filing a complaint.

Colleagues are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of the business or supply chain at the earliest possible stage.

We will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no-one suffered any detrimental treatment as a result of reporting in good faith.

Monitoring our Effectiveness in Combating Slavery and Human Trafficking

We have decided to implement the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our supply chain.

- Confirmation by all Material Suppliers, of compliance to the Modern Slavery Act through their own modern slavery statement.
- Increasing awareness and training for our employees.

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- Confirmation by our subcontractors, of their compliance with the Modern Slavery Act through the signing of a Modern Slavery Declaration.

Policy Review

This policy along with other related supporting policies and procedures in use will be regularly reviewed and revised as and when necessary.

Signed:

Name: Paul Flynn

Date: 24/10/2023