



Buildtec Services Ltd

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Modern Slavery and Human Trafficking Statement  
August 2024

## Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2024 to 1 April 2025.

The statement sets down Buildtec Services Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

## Organisational structure and supply chains

This statement covers the business activities of Buildtec Services Ltd which are as follows:

Buildtec Services Ltd, 20-22 Wenlock Road, London N1 7GU.

The Company currently operates in the following countries:

United Kingdom (UK)

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking: Regularly reviewed Risk assessments plus utilising the gov.uk Modern Slavery Assessment Tool (MSAT) to assess our supply chain.

## High Risk Activities

The following activities are considered to be at high risk of modern slavery or human trafficking: pressure on costs and time schedules; a high concentration of migrant labour; a reliance on agency and subcontracted labour; and a lack of visibility over multifaceted supply chains.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: Hayley Cox, our Company Secretary, is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practice and adapting to the needs of our company.
- 1.2 Risk assessments: Our Health & Safety consultant is responsible for developing risk assessments in respect of human rights and modern by a process of how Risk Assessments are carried out.
- 1.3 Stephen Hunter, Managing Director, is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

## **Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all of our staff to have read the policy in January of each year.

## **Policies**

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

**Whistleblowing policy** Buildtec encourages all of its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

**Buildtec Limited Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.

**Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

## **Due Diligence Processes for Slavery and Human Trafficking**

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with trusted suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier. Buildtec Limited will invoke sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

## **Performance indicators**

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including requiring all relevant staff to have familiarized themselves with the policy in January each year.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Stephen Hunter, Director, endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Steve Hunter

Position: Director

Date: 1 August 2024

Signature: 