

Modern slavery statement for financial year 2021/22

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that 247Contracting has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. 247Contracting has 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 and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

247Contracting operates as a sub-contractor to the waste industry. Offering its services as waste processing labourer provider UK wide

Our high risk areas

The main area of risk has been identified as the process for recruiting Eastern European labour to carry out much of the waste processing within our contracts.

247Contracting goes to great lengths to ensure that all persons engaged by the company are free of any form of slavery, servitude, human trafficking and forced labour and have in place robust systems to prevent such activity.

Our policies

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

1. Anti-slavery policy. This policy 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.
2. Recruitment policy. We operate a robust recruitment policy, 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.
3. Payment Policy. Should a contractor not have a UK based bank account we can aid them in acquiring one as we will not accept a third party accounts to pay our contractors.

4. Whistleblowing policy 247Contracting encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. 247Contracting's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can [use our confidential helpline/complete our confidential disclosure form].

5. 247Contracting's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating on client sites and managing its supply chain.

Our suppliers

247Contracting operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light]

Training

247Contracting requires all staff working within the organisation to complete training on modern slavery.

The organisation's modern slavery training covers our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business.
- how to identify the signs of slavery and human trafficking;

- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

Our performance indicators

247Contracting has reviewed its key performance indicators (KPIs). As a result, the organisation is :

- requiring all staff to have completed training on modern slavery on Induction
- developing a system for supply chain verification, whereby the organisation evaluates potential suppliers before they enter the supply chain.
- reviewing its existing supply chains, whereby the organisation evaluates all existing suppliers.
- Ensuring that no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on 03/04/2019

Name Nick Clark

Signature

Date 22/09/2021