

## Modern Slavery Policy Statement for financial year 2023/2024

### Purpose

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that ECG Building Maintenance Ltd T/A ECG Facilities Services 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 is a crime and a violation of an individual's human rights. Modern Slavery can take various forms such as slavery, servitude, human trafficking and forced and compulsory labour.

ECG Facilities Services has a zero tolerance approach to any form of modern slavery.

ECG are committed to acting ethically and with integrity and transparency in all of our 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.

### Scope

This policy applies to all employees of ECG and all associated suppliers and sub-contractors who form part of ECG's Supply Chain.

### Responsibility for this Policy

The Directors of ECG hold ultimate responsibility for the content of this policy. On a day-to-day basis this policy shall be implemented by ECG's Senior Management Team, who hold the responsibility for its implementation, distribution and monitoring its effectiveness, dealing with any queries about the policy and ensuring internal control systems are audited thus ensuring effective countering of modern slavery.

### Our Business

ECG Facilities Services are a provider of Mechanical, Electrical, Building Services and Water Hygiene engineering solutions to a diverse range of clients across every sector of modern society.

### Related Policies and Procedures

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

1. Equal Opportunities & Diversity 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. 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.
4. Ethical Trading Policy. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### Our Supply Chain

ECG Facilities Services 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 [and on site audits which include a review of working conditions]. 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. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light]

#### Training

We regularly conduct training for our procurement/buying teams 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.

#### 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.

#### Approval for this statement

This statement was approved by the Board of Directors on 01<sup>st</sup> March 2023

Stephen Hawthorne (Managing Director)

Signature



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Date: 01<sup>st</sup> March 2023