

# Modern Slavery & Human Trafficking Statement



## 1. Introduction:

At Survey Roofing Group Ltd (“SRG”) we know that slavery, servitude, forced, bonded and compulsory labour and human trafficking “Modern Slavery” affects both adults and children across the globe and is a growing issue with globalisation and increased migration. It remains a hidden abuse and no industry sector, no matter how small or specialist is immune to Modern Slavery. SRG has a zero-tolerance stance to Modern Slavery and Human Trafficking within our business and that of our third parties, including and not limited to our suppliers. We are committed to ensuring a working environment where people’s fundamental rights and freedom is respected and embraced.

This policy statement relates to actions and activities during the financial year February 2020 – January 2021.

## 2. Our business and supply chains

SRG is a “can do” entrepreneurial business founded on the core principles of quality and delivering an outstanding service to our customers. With revenues in excess of £8 million, we provide comprehensive, multi-disciplined and integrated services to support our customers for all their roofing needs. With over 25 major customers across 21,000 sites, we work to deliver excellence for all of our clients. Our supply chain is predominantly national, and our procurement is principally centralised, with the department primarily sourcing materials and equipment principally related to the provision of services to our customers.

## 3. Our policies and contractual controls relating to Modern Slavery and Human Trafficking

SRG’s internal policies include our Diversity and Inclusion Policy and our Honesty and Ethical Behaviour Policy. These policies interlink and clearly state that we will not tolerate or condone any abuse of people’s human rights within any part of our business, including modern slavery and human trafficking. We also have a robust Whistleblowing Policy which explicitly states that any suspected modern slavery or human trafficking must be reported. All policies are available via our cloud-based HR portal and are accessible to all employees 24/7 on a range of devices. Any report received will be referred immediately to the Company HR Representative for full investigation with any appropriate corrective action taken.

## 4. Our due diligence processes, assessment of the risks and steps we have taken to prevent Modern Slavery and Human Trafficking in our business and supply chain

An annual risk assessment was completed, and we identified that the risk of modern slavery and human trafficking within our business is low, with over 95% of our employees being British nationals and our suppliers being predominantly local or national. The prevention of modern slavery and human trafficking is given due attention during the due diligence process applied to our new suppliers and a key consideration with our ongoing evaluation of our existing suppliers.

In respect of our recruitment practices we ensure that all people employed directly by SRG attend a face to face interview with a Regional Manager, Departmental Manager or HR Representative. We complete robust Right to Work checks prior to commencement and any visa expiry dates are logged within our HR system and flagged prior to expiry to ensure repeat checks are completed as required. We do not hold original Right to Work documents on the employee’s behalf and all employees are free to leave our employment at any time subject to the provision of contractual notice. We will only

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pay salary payments into a bank account held in the employee's own name.

Where we work with subcontractors the prevention of modern slavery and human trafficking is given consideration as part of our due diligence process. We require our subcontractors to provide details of how they comply with the requirements of the Modern Slavery Act 2015.

## 5. Modern Slavery and Human Trafficking training

SRG is dedicated to ensuring that all employees are educated, understand and take seriously their personal responsibility for zero tolerance of Modern Slavery and Human Trafficking. We are in the process of identifying suitable training to implement across the business. We anticipate that this will range from the in-depth training required for those involved in procurement and supplier on-boarding activity, to awareness and reporting training for all other roles. We are committed to ensuring all training is completed in the current financial year.

## 6. Our effectiveness in preventing Modern Slavery and Human Trafficking

We understand that Modern Slavery and Human Trafficking risks will not remain static and we will continue to complete an annual audit of and mitigate any risk which may be identified. In order for SRG to assess the effectiveness of measures taken, key performance indicators have been set and will be reported on in any future Modern Slavery and Human Trafficking Annual Statement.

Key Performance Indicators

- Employee training completion
- Supply chain verification
- Reports of Modern Slavery and Human Trafficking breaches, investigations undertaken, and remedial action taken.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Management Team endorses this policy statement and is fully committed to its implementation.

Issued by:

A handwritten signature in black ink, appearing to read 'Daniel Nye', written over a light blue horizontal line.

Daniel Nye  
Managing Director

This statement has been published in accordance with the Modern Slavery Act 2015. It explains steps which Survey Roofing Group has taken during the year to prevent Modern Slavery and Human Trafficking in its business supply chain.