

Modern Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 which refers to organizations' with a turnover exceeding £36 million, whilst we do not fall into this category, we take our corporate responsibility as employers seriously and in support of our stance to ensure that human trafficking, Gang Master, Labour Abuse or slavery is not taking place within our business our supply chain or amongst any of our Specialist Sub-Contractors, we have implemented robust recruitment and procurement policies.

Smith & O'Sullivan Limited is a private limited company and an SME employing forty eight personnel. The company operates within the Building Industry sector specializing in delivering property maintenance and repairs to the public sector and social housing landlords and associations.

Smith & O'Sullivan Ltd has delivered a human trafficking work shop to our employees to raise awareness, share best practice and develop practical solutions to tackle the risk of modern day slavery within our sector of the Building Industry this is because we are aware that within the modern society and within the Building Industry adult workers may be encouraged or induced to work in the UK for unscrupulous individuals, agencies or gang masters who will financially exploit individuals into forced or bonded labour.

Our work shop training to date includes discussion on spotting signs of exploitation and slavery, what to do if you suspect a person is being controlled or exploited, whistle blowing and who to contact and video screening and literature from the following agencies:-

- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/689716/Modern_Slavery_Business_Pack_-_October_2017.pdf
- <http://www.gla.gov.uk/>

In addition we carry out due diligence checks on all prospective employees, sub-contractors and our selected supply chain by means of the following activities:-

- We follow Home office ruling and carry out due diligence checks on all prospective employees ensuring individuals have full eligibility to work within the UK.
- We check and record proof of an individual address against a minimum of two utility bills
- We carry out Checks to ensure that person operates a UK based bank account registered to their own name and address

- We link that employees bank account to our PAYE system ensuring we pay the nominated employee account only
- We promote a culture of whistle blowing so all employees know they can raise concerns about how colleagues are being treated, without fear of reprisals.
- We offer a translation service and support training for persons whose first language is not English.
- To encourage all staff to feel confident to discuss and report any suspected acts of slavery we promote the Government website;
<https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page>
- Along with the Gang Master and Labour Abuse Authority
<http://www.gla.gov.uk/who-we-are/what-we-do/>

Approved:



Tony Smith – Director

Approved:



Gary Bowles – Director

Dated: January 2019