




# MODERN DAY SLAVERY & HUMAN TRAFFICKING

## The policy statement of Specialised Electrical Solutions Ltd

MDS-01-V1/01/23

Document Owner: Jay Burden  
Applies to: All SES employees

### DOCUMENT REVIEW

Signed:		Date:	31 January 2024
Reviewed by:	Jay Burden	Next Review Date:	31 January 2025
Position:	Managing Director		

# DOCUMENT HISTORY

Document Ref	Rev. No.	Detail	Owner	Date
MDS-01-V1/01/23	0	Document Created	J Burden	30/01/2023
MDS-01-V1/01/23	1	Reviewed and Approved	J Burden	30/01/2024

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

Specialised Electrical Solutions Ltd (SES Ltd) committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains.

SES Ltd that slavery and human trafficking can occur in many forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business and to implement steps to prevent slavery and human trafficking during the year 2023-2024.

## Our Business and Supply Chains

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and onboarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety, and environmental standards, and references.

Our recruitment processes are transparent and reviewed regularly. New employees are vetted to ensure that we can confirm their identities and that they are paid directly into an appropriate, personal bank account.

We have implemented several processes to ensure, as reasonably practicable, that our supply chain adheres to our expectations in respect of their workforce. Our verification process involves induction of all individuals prior to working on our sites, stating that they are aware of the Modern Slavery and Human Trafficking Act 2015 and insertion in the Subcontractor Agreement.

Where appropriate we require our supply chain to have completed our pre-qualification process. These require our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking are not taking place in any part of their business.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

## Policies

SES Ltd operate the following policies for identifying and preventing slavery and human trafficking in our operations:

**Whistleblowing Policy** - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

**Code of Conduct** - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour at all times.

## Risk Assessment and Due Diligence

SES Ltd have been identifying the risk that modern slavery poses to our business, and reviewing industry publications, these include;

- CIOB's report "Building a Fairer System: Tackling Modern Slavery in Construction Supply Chains"
- CIOB's report "Modern Slavery: The Dark Side of Construction"

Our due diligence processes are aimed to:

- Identify risk areas in our business and supply chain.
- Reduce the risk of slavery from occurring.
- Monitor potential risk areas in our business and supply chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We procure the majority of our sourced goods, services, products, and materials from UK-based organisations. Where possible we will procure from suppliers that are required to comply with UK laws on modern slavery. We want all our suppliers to consider the risks of modern slavery in their supply chain.

## Training

All SES Ltd employees undertake refreshing training regularly 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. We have also started offering this to our supply chain partners, where necessary.

## Our Performance Indicators

Key performance indicators necessary for measuring our progress in reducing slavery and/or forced labour risks are part of this wider process.

To date, reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's Slavery and Human Trafficking Statement for the year ending 31 January 2024.

Signed:



Jay Burden  
Managing Director  
Specialised Electrical Solutions

31/01/2024