



**WEATHERPROOFING ADVISORS LTD**

**ANTI-SLAVERY POLICY**

**Revision 0.0 – December 2015**

**Date:** Reviewed January 2020 (reviewed annually no changes)

A handwritten signature in black ink, appearing to read "Frank Gaskell", is positioned above the signature line.

Signed.....(Frank Gaskell - Managing Director)

**Date:** January 2020 (reviewed annually no changes)

## **Modern slavery statement**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Weatherproofing Advisors Ltd 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.

Weatherproofing Advisors Ltd 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**

Our business is a National Roofing and Cladding contractor which operates in Scotland, England and Wales and have 5 depots in Glasgow, Newcastle, Merseyside, London and Bristol.

## **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. 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. Supplier Code of Business Ethics. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

## Our suppliers

Weatherproofing Advisors Ltd 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. 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 self-certify that their organisation has an anti-slavery and human trafficking policy in place
2. That they will self-certify that they will comply with all applicable anti-slavery and human trafficking laws, statutes and regulations
3. A check to see if any Directors or Executive officers have been in receipt of enforcement/remedial orders in relation to offences under Modern Slavery Legislation

We conduct training for all staff and operatives 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.