

COMPANY POLICY

MODERN SLAVERY

Instalcom is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chain partners, including specialist subcontractors. We are committed to all aspects of legal compliance, ethical standards and fundamental human rights as set out by the principles of the ILO/UN Guiding Principles.

The company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Instalcom.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored, and a risk assessment for our modern slavery and human trafficking risks will be completed annually.

The company will not support or deal with any business involved in modern slavery or human trafficking, or one that carries out business in a manner which increases its risk.

The company Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (awareness training etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001, ISO 14001 and ISO 45001.

The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

This policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR Department upon request, and through this policy we will raise awareness of the issue with our employees and suppliers. Should any person within our business or supply chain feel that there may be an issue with Modern Slavery or Human Trafficking, they are able to raise the issue without fear of reprisals in line with our Whistleblowing policy.

This policy will be reviewed at a frequency of no less than annually.



Signed.....Date: 15/01/21

Vince Bowler - Managing Director

