



Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Precast Concrete Structures Ltd (PCS) 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. PCS 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

PCS is the industry specialist in the management of the design, manufacture, construction and erection of frameless, dry-box, cross wall building structures, using modular offsite precast concrete structures, finished with precast features e.g. room size units with pre-finished internal walls and floors, external pre-finished weather-proof cladding panels, stair cores and lift shaft cores, bathroom pods and electrical/plumbing channels.

We operate throughout the UK which currently includes custodial, student, residential and hotel accommodation sectors.

Our high risk areas

The area of the business that we consider to be high risk, is our sub-contract labour. Therefore, we have put contracts in place so that we are able to ensure they have the necessary credentials to be able to deliver their services. This is explained further in the "Our Suppliers" section below.

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 (Document number ISD182), 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 "Disclosure of Public Interest Matters" statement within our employee handbook (Controlled Document ISD183 Section 34) 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.

Our suppliers

PCS maintains a preferred supplier list. We conduct due diligence on all labour suppliers before allowing them to become a preferred supplier. This due diligence includes a formal contract for services (Document number ISD175) [and audit sampling]. 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.

Prepared by: R Smith	Issue: 2	ISD179
Approved by: G Paddock	Date: 28.08.19	



Modern Slavery Statement

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

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.

Approval for this statement

This statement was approved by the Board of Directors on 26/04/2017

Name (Managing Director): Mr Mark Mills

Signed:.....


Date:.....
16/7/20

Prepared by: R Smith	Issue: 2	ISD179
Approved by: G Paddock	Date: 28.08.19	