



# EXPRESS SOLUTIONS GROUP

## Modern Slavery Policy

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Express Drainage Solutions Ltd (hereby mentioned as Express Solutions Group) 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, child labour and forced labour. Express Solutions Group 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

Express Solutions Group operates nationwide.

Our High-Risk Areas:

The High-Risk Area within our industry is migrant workers. Where this risk has been identified, Express Solutions Group endeavours to ensure all workers are entitled to work within the United Kingdom Under UK Law, it is our requirement they hold a National Insurance Number and are Registered with the HMRC prior to employment by the Company. These documents are asked to be produced prior to employment.

## 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. Recruitment Policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK, and checks for all employees to safeguard against human trafficking, or individuals being forced to work against their will.
2. 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.

## Our Suppliers

Express Solutions Group operates a supplier policy and maintains a preferred supplier list. The Company conducts vetting through a supplier questionnaire.



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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/national living wage (as appropriate).
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.

## Monitoring and Evaluation

This policy will be reviewed annually by the Company or may be reviewed earlier if deemed necessary.

Signed

**John Wilson**  
Managing Director

19<sup>th</sup> January 2023



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