

## **Compliance with the Modern Slavery Act 2015**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Calstan Mechanical slavery and human trafficking statement.

### **Introduction**

Here at Calstan Mechanical we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All employees are expected to be aware of and to follow the guidance outlined in the company's Anti-Slavery and Human Trafficking Policy and to report concerns.

Managers of the company are required to act whenever any concerns are raised whether from within or from outside of the business.

### **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that modern slavery or human trafficking plays no part in our supply chain or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery and human trafficking is not taking place anywhere in the company or our supply chain.

### **Our Supply Chain**

Our supply chain comprises the engagement of subcontractor organisations to carry out works and services on our behalf and the sourcing of materials and manufactured products. We are committed to ensuring that slavery and human trafficking plays no part in our supply chain or any part of our business.

As part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with our suppliers and subcontractors and make clear our expectations of business behaviour.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

### **Supplier Adherence to our Values**

Calstan Mechanical has a zero tolerance to slavery and human trafficking, and we expect all those in our supply chain and contractors to comply with our values.

### **Training**

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 and managers have been briefed on the subject.

This policy will be reviewed annually.

Lisa Purvey

Signed on behalf of the Board of Directors