IMPERIAL DUCTWORK SERVICES LTD

Slavery & Human Trafficking Policy Statement

Imperial Ductwork Services Limited understands that slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

IDSL's Commitment

The company is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any sort of business relationship with our company. The company has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. As part of our initiative to identify and mitigate risk the company has in place systems to encourage the reporting of concerns and the protection of whistle-blower's. Our supply chain providers are always with a UK provider, and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

Training – The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly. All employees receive an induction into the business where our policies, procedures and expectations are outlined.

All Sub-contract and Agency teams are subject to a PQQ form Ref: 8023, confirming that all their teams are in accordance with the Modern Slavery Act 2015. Increases in work and projects secured, require periodic reviews of all Subcontractors and Agencies involved.

From the 1st July 2021, all present and new employees from the EU, EEA or Switzerland are subject to checks, following the new government guidance for the Right to Work / EU Settlement Scheme. In the event of an employee leaving the business, IDSL are required to retain the employee personnel file for at least 2 years after the individual has left.

Combating Slavery & Human Trafficking

The company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains;

- Use of labour monitoring, right to work documentation and payroll audits.
- We maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.
- We regularly review supply chain policies, codes of conduct and our working practices to show commitment.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006.

Dean Barnes
Managing Director

D. Barnes

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