



## **Annual Slavery and Human Trafficking Statement**

### Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and relates to activity during the financial year November 2016 to October 2017.

It sets out the steps that PMC Construction & Development Services Ltd has undertaken - and is continuing to take - to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

PMC Construction & Development Services Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings.

### Organisation Structure

Founded in 1982, we are a privately-run building contractor based in the South of England.

At the beginning, we worked with local authorities on their council housing programs. Since then we have continued to service the affordable housing sector and have also branched out into commercial, education, healthcare and many other specialist areas. We use innovative, environmentally-friendly construction techniques and continually review the best approach by pro-actively monitoring changes in the market.

We employ around 300 construction professionals and business partners we trust. We create local training and apprenticeship opportunities and support people to develop their careers. Where at all possible our Supply Chain is made up from Local companies and businesses in order to continue our support of the local community.

Our Head Office is in Cosham, Portsmouth and we have an additional Office in Southampton.

### Responsibility

The Managing Director will take lead responsibility for the development and implementation of the Group's anti-slavery initiatives.

### Relevant Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Procurement Policy – PMC Construction & Development Services Ltd is committed to ensuring that its suppliers adhere to the highest standards of ethics as part of the procurement process. Suppliers are required to demonstrate that they provide safe working conditions, treat employees with dignity and respect and comply with relevant employment legislation.



Recruitment Policy – PMC Construction & Development Services Ltd will undertake all relevant pre-employment checks prior to staff being employed. We will carry out fair and transparent recruitment processes and will ensure our recruitment agencies comply with these requirements in the provision of agency staff.

#### Due Diligence

Going forward PMC Construction & Development Services Ltd will implement the following actions to mitigate the risk of slavery or human trafficking in the delivery of its services and supply chain:

- All existing suppliers will be asked to provide evidence of compliance with the principles of the Modern Slavery Act. Organisations with a turnover of more than £36 million will be required to provide a copy of their Slavery and Human Trafficking Statement
- The tendering of new contracts will include an obligation that suppliers comply with the Modern Slavery Act
- To ensure an understanding of the potential risks of modern slavery and human trafficking in delivering our services and managing our supply chain, we will provide training to relevant members of staff
- Where appropriate we will include reference to the Modern Slavery Act 2015 in our policies and procedures.

#### Approval for this Statement

This statement has been approved by the Board of PMC Construction & Development Services Ltd who will review and update it annually.

Date: April 2019