



Modern slavery, human trafficking and all related activities which involve the deprivation of a person’s liberty in order to exploit them for personal or commercial gain, are crimes and constitute a violation of fundamental human rights. HE Simm is committed to acting ethically, honestly and with integrity to ensure everyone is treated with dignity and respect. HE Simm has continued to take action to ensure there is no modern slavery, human trafficking or related activities taking place anywhere within its business or supply chain. This statement represents the policy of HE Simm regarding modern slavery and human trafficking in line with the disclosure of requirements of the Modern Slavery Act 2015, the steps we have already taken and those which we will continue to take.

HE Simm & Son Ltd is a privately owned family business, directly employing 340 people. It supplies complete building services packages and specialises in the design, build and maintenance of highly efficient mechanical, electrical and public health systems in the UK. Our integrated supply chain is a strategic business asset that is crucial to our success. We strive to develop exceptional relationships and work in collaboration with consistently high-performing supply chain partners, who share our vision and values to identify and mitigate human rights abuses.

We acknowledge that the structure and success of the business is reliant on the use of competent labour, either employed directly through out sub-contractor supply chain or, our goods and materials supply chain. In this respect, we understand that there is a risk that modern slavery may take place. As part of our commitment to identifying and mitigating these risks, we have the following arrangements in place:

- | Employment eligibility checks on all directly employed personnel, contractors and subcontractors.
- | Our Supply Chain Charter, which aims to create a consolidated supply chain and ensures we only work with sub-contractors and suppliers who aspire to the same standards.
- | **Completion** of robust due diligence checks on all sub- contractors and suppliers, including completion and assessment of pre-qualification questionnaires, submission of a formal declaration of workforce eligibility and completion of verification audits.

- | Ongoing checks of the eligibility of all site-based workforce

- | **Supporting** Policies including ‘Anti-bribery and corruption’ and ‘whistleblowing’. HE Simm will communicate this policy to all stakeholders via appropriate means.

- | **Training** Modern slavery training has been delivered across the business and is part of the induction process for new employees.

All supply chain providers will be expected to acknowledge this policy and provide evidence, where necessary, to verify they operate to the same standard. As part of the communication of this policy, all stakeholders will be encouraged to report any genuine concerns about activities which may be connected to modern slavery or human trafficking. All reports will be handled in absolute confidence and those raising any genuine concerns will be fully supported, in line with the principles of this policy and our Whistleblowing Policy. No-one will be subject to any repercussions or detrimental treatment, even if their concerns prove to be mistaken.



Re-committed to the People Matters Charter

Ensured 100% of colleagues, contractors and sub-contractors have a minimum completed e-learning module on 'Modern Slavery'.

Conducted a poster campaign throughout our offices and sites, highlighting the importance of reporting any suspected cases of modern slavery in several different languages.

Encouraged all colleagues to download the 'unseen' App.

Continued supply chain mapping and monitoring the level of risk to highlight these.

Continued engagement with our supply chain in all relevant training and complete all due diligence. We will only engage with supply chain members who have completed any relevant training and demonstrate commitment.

| Continue to conduct employment eligibility checks on all directly employed personnel – including the cross referencing of employee data to ensure bank details, phone numbers and addresses are not the same (unless a family relation).

| Continue to work with our Supply Chain Charter, which aims to create a consolidated supply chain and ensures we only work with sub-contractors and suppliers who aspire to the same standards.

| Continue to undertake robust due diligence checks on all sub-contractors and suppliers, including completion and assessment of pre-qualification questionnaires, submission of a formal declaration of workforce eligibility and completion of verification audits.

| Continue conducting the ongoing checks on the eligibility of all site based workforce.

| Continue to support policies, including 'Anti-bribery and Corruption' and 'Whistleblowing'.

| Provide up to date E-training for all employed personnel to educate and explain what to do, if they believe someone is a victim of Modern Slavery.

| Continue to hold workshops for sub-contractors and suppliers to further educate on the signs of Modern Slavery.

| Provide additional support for mental health first aiders and training in managing a grievance process.

| Provide Toolbox talks and roll out across all sites – 100% by the end of 2023.

| Continue to encourage all colleagues to download the 'Unseen' App.

| Work towards becoming intermediate in the 8 commitments highlighted in the Peoples Matter Charter. This includes 1 case study of any of the 8 commitments.

| Complete Assessment for the People Matters Charter.

HE Simm will provide additional resources and training, where necessary, to ensure those with direct responsibilities for fulfilling the arrangements within this policy have the appropriate competence to do so.

This policy and the associated arrangements are valid for the current financial year and will be subject for formal review periodically to ensure continued effectiveness and suitability.

GRIEVANCE AND REMEDIATION

All reports will be handled with complete confidence and reported to the appropriate authority immediately. For emergency situations, the emergency services will be contacted via 999, for non-urgent or suspected cases the Modern Slavery Helpline will be contacted on 08000121700, the police on 101 or the whistleblowing helpline on 01517073222 (The company whistleblowing officer is John Lennie).

Vicky Simm - HR Director

Gareth Simm - CEO

01 AUGUST 2024
(expires 31 JULY 2025)