

SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction from our Director

Slavery and Human trafficking continue to affect industries across the globe. In Spectrum, we encourage any issues surrounding the matter, to be reported to a member of senior staff, who are expected to act upon them.

A Background to Spectrum

Spectrum Construction Services Ltd works with large scale UK clients mainly in the public sector, such local authorities, emergency services and further education facilities.

Working for these clients, means we pride ourselves on excellence in customer service and high compliance, with a focus on the people within and affected by our organisation.

Our Head Office is based in Pontypridd, South Wales and all company assets are UK based. We currently run on an annual turnover more than £1million.

Supply Chains

Spectrum will often appoint specialist sub-contractors or service/material suppliers. We as a company, ensure that vetting is undertaken confirming that there are no breaches of Slavery & Human trafficking within our supply chains. Spectrum are an ethical company and will only associate itself with like-minded establishments.

Spectrum has a zero-tolerance policy of breaches of Slavery & Human Trafficking standards. We will ensure total compliance with any appointed parties in our supply chain.

Spectrum' Due Diligence in Relation to Slavery & Human Trafficking.

Our key points to identify and mitigate risk of any breaches are:

- Provide any relevant and necessary training/qualifications to members of staff, specifically senior management.
- Supply chains are kept within the local area where possible, this allows supervision and constant communication.
- Maintain professional relationships with local suppliers
- Clearly set out expectations of how businesses in our supply chains conduct themselves.
- Undertake thorough research and due diligence when using suppliers not based in the UK. Including requesting evidence of conformation with Slavery & Human trafficking standards.
- Our philosophy is to encourage the reporting of concerns or issues, and the promise that these will be left anonymous.

Spectrum have established key performance indicators (KPIs) to ensure the absence of breaches to slavery and human trafficking standards.

Completion Finance & Compliance audits which will confirm the following:

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- Use of accurate and up-to-date payroll systems
- Constant communication with all members of the supply chain.
- evidence of total understanding of and compliance with Spectrum's expectations in this matter.

This statement is the commitment to section 54(1) of the Modern Slavery Act 2015.

And confirms Spectrum adherence to slavery and human trafficking standards for the financial year 2023/2024.

Gavin Steele,



11/05/2023