

Serv Contracts Limited

Unit 49

The Elms Industrial Estate

Cranfield Park Road

SS12 9EP

Modern Slavery Policy 2025

Introduction:

Serv Contracts Limited is committed to preventing modern slavery and human trafficking in all aspects of our operations, including within our supply chain, partners, and workforce. We recognise our duty to act with integrity and transparency in all our business dealings, ensuring we uphold human rights and dignity.

This Modern Slavery Policy is established in accordance with the UK Modern Slavery Act 2015 and other relevant legislation. It outlines our approach to identifying and mitigating risks of modern slavery in connection with our sealant application work and related operations.

Scope:

This policy applies to all employees, contractors, suppliers, and subcontractors involved in the provision of fabrication work, installation work and associated services, whether directly or indirectly.

Our Commitment:

Serv Contracts Limited are dedicated to:

- Acting ethically and with integrity in all our business dealings.
- Implementing and enforcing effective systems and controls to eliminate modern slavery and human trafficking.
- Ensuring transparency in our own business and in our supply chains.
- Complying with all applicable laws and regulations concerning modern slavery and human trafficking.

Definition of Modern Slavery:

Modern slavery includes slavery, servitude, forced or compulsory labour, and human trafficking. These abuses can take various forms, such as coercion, deception, exploitation, or restriction of freedom, and violate fundamental human rights.

Employment Practices:

We ensure that our employment practices are fair and transparent, with clear standards for recruitment, wages, working hours, and conditions.

We are committed to:

- **Fair Recruitment:** We recruit workers in a fair, lawful, and transparent manner, ensuring that all employees are freely chosen and no form of forced labour is used.
- **Employment Rights:** We respect workers' rights, ensuring all employees have the right to work legally, are paid at least the minimum wage, and are provided with safe working conditions.
- **Working Conditions:** We ensure that all employees work voluntarily, and they are not required to pay any fees or face threats of any kind in relation to their employment.

Reporting and Investigating Concerns:

We encourage all employees and contractors to report any concerns related to modern slavery or human trafficking. All reports will be treated seriously and investigated promptly.

Responsibilities

- **Co-Directors:** The Co-Directors are responsible for overseeing and ensuring compliance with this policy, including maintaining an effective due diligence process.
- **Managers/Supervisors:** Managers/Supervisors are responsible ensuring that this policy is complied with by all employees, including maintaining an effective due diligence process.
- **Employees:** Every employee has a responsibility to be aware of the risks of modern slavery and report any concerns.
- **Suppliers:** Suppliers and subcontractors are required to adhere to this policy and demonstrate compliance throughout their operations.

Continuous Improvement:

Serv Contracts Limited are committed to continuously improving its efforts to combat modern slavery.

We will:

- Review and update this policy regularly.
- Monitor and assess the effectiveness of our processes for identifying and eliminating modern slavery risks.

Consequences of Non-Compliance

Serv Contracts Limited have a zero-tolerance approach to modern slavery. Any supplier, contractor, or employee found to be in violation of this policy will face appropriate actions, including contract termination, legal proceedings, or disciplinary action.

Legal & Ethical Compliance:

This policy is meant to foster a culture of integrity and ethical behaviour in all aspects of Scrivs Sealant's sealant work operations, while ensuring compliance with international standards and laws.

Communication

As Co-Director we will ensure that all employees understand their personnel responsibilities in relation to the Company's zero tolerance approach to modern slavery practices. The company's modern slavery policy will also be communicated to all business partners at the outset of the business relationship with them and as appropriate thereafter.

Signed for and on behalf of the company:

Signed

Signed

Mr. Jamie Reynolds
Co-Director
Serv Contracts Limited.

Mr. Nick Wettner
Co-Director
Serv Contracts Limited