

TAD CONTRACTS LTD

Anti-Slavery & Human Trafficking Statement

Financial Year 2020-21

Introduction

Modern Slavery is a term used to encapsulate two offences in the Modern Slavery Act 2015;

- Slavery, servitude and forced or compulsive labour
- Human trafficking

We have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety, human rights laws and international standards are adhered to, including freedom of movement and communications. We are committed to improving our practices to combat slavery and human trafficking.

Our Business

TAD Contracts Ltd is a company who undertake any operations, builders works M & E for clients in the Fit-out and Construction industry.

TAD Contracts Ltd is a Small Medium Enterprise (SME) and is not part of a group of companies.

Our Policies

TAD Contracts Ltd has the following policies in place relating to Slavery and Human Trafficking;

- Health and Safety Policy
- Sustainable Procurement Policy
- Ethical Business Statement
- Quality Policy
- Corporate Social Responsibility

Our Supply Chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Ethical Business Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to ensure fair conditions and treatment for all.

TAD Contracts Ltd procures materials and suppliers to enable it to provide its services to its clients, key areas being:-

- Suspended Ceiling systems
- Drywall and Glazed Partition systems
- Fire and acoustic protection systems
- Associated joinery
- Plant & Equipment

TAD Contracts Ltd procures products and services to maintain the integrity of the business, key areas being:-

- IT hardware, software and telecoms
- Stationery and Promotional Products
- Office Furniture
- Personnel Protection Equipment and Workwear
- Training Services

TAD CONTRACTS LTD

Identification of potential risk of slavery and human trafficking areas in the business

TAD Contracts Ltd has identified the following business areas as having the most significant potential risk;

- The Supply Chain - contractors and suppliers

The supply chain

1. The potential risk – the use of contractors and/or suppliers that contravene the Modern Slavery Act 2015

2. Risk control – all key contractors and suppliers are evaluated annually and are verified as being in compliance with the Modern Slavery Act 2015

Due diligence process for slavery and human trafficking

As part of our initiative to identify and mitigate risk;

- We review all contractors and key suppliers annually and verify via their Anti-Slavery and Human Trafficking Statement their compliance to the Modern Slavery Act 2015.
- Our contractors and suppliers are locally based where we can influence our commitment.
- National or international supply chains with our point of contact often with a UK company are expected to have suitable policies in place. It is not practical to have a direct relationship and influence with all levels of our supply chain.

Monitoring Effectiveness

We measure the effectiveness of our risk control measures and due diligence to ensure that slavery and human trafficking is not taking place in our business or supply chains. The Key Performance Indicator (KPI) is;

100% confirmation of key suppliers being in compliance with the Modern Slavery Act 2015

Training

Information is provided to our employees via our induction process

Signed: 

Name: Adam Dulwich

Position: Managing Director

Date: 06.01.20

Next Review Date: 06.01.21