

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Last Reviewed: 09 Jan 2023

Next Review Date: 08 Jan 2024

Duncan McInnes Ltd pride ourselves on our reputation for acting with integrity and honesty wherever we do business. This reputation has been a cornerstone of Duncan McInnes' business since it was founded in 1907 and remains so today.

Our business is principally involved in the fabrication and welding of metal products & structures, and the provision of on-site welding predominantly within the central belt of Scotland. As such we believe that our exposure to the risks of modern slavery is low within our business. However, this assessment will be kept under review and if circumstances change, we will not hesitate to institute additional actions.

We acknowledge our responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods & services to the organisation. We are committed to working in a responsible, ethical manner and sustainable way that serves the long-term interests of our customers, employees and suppliers.

Duncan McInnes Ltd adopts a zero tolerance approach to slavery and human trafficking. We do not and will not support or deal with any business knowingly involved in slavery or human trafficking. We expect all those who work for and with us to adhere to our zero tolerance approach to slavery and human trafficking.

We will immediately cease business with any supplier or any person acting on behalf of the supplier, which has committed an offence under the Modern Slavery Act 2015. We expect our suppliers to adopt similar standards as set out in the Modern Slavery Act 2015.

Duncan McInnes Ltd are committed to maintaining effective policies & procedures to ensure that no individual within our organisation or supply chain is at risk of exploitation.

We undertake appropriate pre-employment checks to ensure a right to work in the UK, as stipulated by Home Office guidelines & further identify checks where required.

Duncan McInnes Ltd encourage the reporting of concerns by employees to senior management on all aspects of modern slavery and human trafficking issues.

The responsibility for the initial implementation and continuous development of this policy lies with the Management System Coordinator & Managing Director. This policy will be reviewed and updated in the event of new legislation or at least annually.

This policy is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Duncan McInnes' modern slavery and human trafficking statement for the 2016/17 financial year ending 31st July 2017.

Signed:



Colin McInnes - Managing Director