

Modern Slavery & Human Trafficking Policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

Our Staff

At induction, all Flowaime personnel are informed of the Company policy regarding Modern slavery and human trafficking. Each person provides identification and proof of address, previous employment and qualifications which are recorded on file.

Any non-British born personnel are subject to further checks which may involve visa's issued.

All staff are assigned a line manager who is responsible for the welfare of their charges, in addition a chain of command is established and further Company policies that guide and direct personnel through their employment.

Our Subcontractors & Supply chain.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. New suppliers are informed of the Company Policy and required to sign their agreement and understanding.

All personnel who work on Flowaime sites are named and qualifications logged on file to ensure everyone is trained and informed up to the standard.

Due diligence processes for slavery and human trafficking

We have in place systems to:

- Identify and assess potential risk areas in our subcontract chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we will continue to log and record details of all personnel who work on our sites.

Our compliance team is led by the Director who will complete any further steps required with our suppliers based on the analysis of audits and risk assessment.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking we will continue to provide information to our staff and supply teams and report any potential abuse of human liberties.



Mark McLoughlin
Director

Date: 1 March 2020