

**Introduction**

This policy defines how MD Scaffolding Limited (MDS) complies with Section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's Slavery and Human Trafficking Policy. This statement is reviewed annually and made available to interested parties as required.

**Organisation Structure and Business**

MDS is a customer-focused scaffolding services provider working across the UK commercial construction industry. We work closely with our customers to deliver a first-class service without compromising quality, safety, or the environment. Our workforce is made up of directly employed staff and approved subcontractors, and we recognise the potential risks associated with extended supply chains in construction.

**Policy Statement – Our Ethos**

The Company is committed to combatting slavery and human trafficking and ensuring that our business practices comply fully with the Modern Slavery Act 2015. We act ethically and with integrity in all our business relationships, implementing systems and controls to prevent slavery or trafficking taking place within our business or supply chain.

**Due Diligence**

Following a review of our business and supply chain, the overall risk of exposure has been assessed as moderate. To manage this risk, the Company has adopted the following controls:

- Carrying out supplier approval and vetting processes.
- Requiring confirmation from suppliers that they comply with the Modern Slavery Act 2015.
- Right-to-work checks on all employees and verification of subcontractor competence and eligibility.
- Ongoing monitoring of existing suppliers and labour providers.

**Supply Chains**

The Company operates a zero-tolerance approach to slavery and human trafficking. Those responsible for procuring goods and services ensure that all suppliers are aware of our ethos and are required to confirm compliance before any engagement. Contracts with new suppliers include obligations to comply with the Modern Slavery Act 2015. Staff involved in procurement work with trusted suppliers and are trained to identify and escalate potential risks.

**Recruitment**

Our HR policies and recruitment practices ensure compliance with UK employment law and the Modern Slavery Act 2015. Checks are carried out to confirm every employee's right to work in the UK and to verify their age and identity. Recruitment methods are regularly reviewed to ensure transparency and to prevent the risk of forced, bonded, or child labour.

**Training**

All employees are made aware of this policy during induction. Staff with responsibility for procurement of goods and services receive additional training on the requirements of the Modern Slavery Act 2015, enabling them to identify risks and escalate concerns appropriately.

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**SCAFFOLDING**  
LIMITED

## Modern Slavery Act Policy



**SCAFFOLDING**  
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### Reporting

Employees who suspect a potential risk or breach of this policy must report their concerns immediately to the Company Directors. Concerns can also be raised under the Grievance Policy or via the Whistleblowing procedure. Employees raising genuine concerns in good faith will not face any form of retaliation or detrimental treatment.

The Directors of MD Scaffolding are fully committed to the principles and application of this Policy. We will provide the leadership, resources and oversight needed to ensure it is embedded in all aspects of our operations. The Policy will be formally reviewed at least annually, or sooner if required by legislation, industry best practice, or organisational learning. All employees are briefed on the Policy at induction and whenever significant updates are made and are expected to acknowledge and uphold its requirements.

Mr Nicanor Bivol  
Director

Next Review Date: 01/10/2026

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