



# Modern Slavery Act Policy



## Introduction

This policy defines how MD Scaffolding complies with section 54 (1) of the Modern Slavery Act 2015 and constitutes as the Company's Slavery and Human Trafficking Policy.

## Organisation Structure and Business

MD Scaffolding is a customer focused scaffolding company working within the UK construction industry. The Company provides a wide range of services to the industry and work with our customers to deliver a first-class service without comprising quality, safety or the environment.

## Policy Statement - Our Ethos on Slavery and Human Trafficking

The Company is committed to combatting Slavery and Human Trafficking and takes responsibility for ensuring that its working practices comply with the Modern Slavery Act 2015. This Policy Statement reflects 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 within our Company or supply chain.

## Due Diligence

After conducting an Audit of our business and supply chain to assess areas of risk and likely exposure, the likelihood and severity of risk within the business has been found to be low. As part of the Company's due diligence process, we continually monitor and adopt effective systems to ensure that the Company does not support or deal with any business or individual knowingly involved in Slavery and Human Trafficking.

## Supply Chains

We operate a zero-tolerance policy to Slavery and Human Trafficking. The Company Director is responsible for procuring external goods and services, is dedicated to ensuring that suppliers and providers always adhere to our ethos and support our compliance to the Modern Slavery Act 2015. Staff involved in the procurement of goods and services, deal with known and trusted supply chains and to discuss the potential risks relating to any new supply chains. All new supply chains have been provided with a copy of this Policy and are required to confirm their compliance with our ethos before commencing the supply of goods or services.

## Recruitment

The Company's HR policies and recruitment practices ensure compliance with The Modern Slavery Act 2015 and all other relevant employment legislation. Auditing practices are in place for checking that all employees have the right to work in the UK. We are continually reviewing our recruitment methods throughout the business to ensure transparency.

## Training

Members of staff involved or likely to be involved in the procurement of goods and services will be specifically trained in the requirements of The Modern Slavery Act 2015, however it is unlikely to be relevant to the majority of our staff as they are not involved in the procurement of goods or services. Regardless, this policy will be briefed to all employees at induction.

## Reporting

If an employee has any concerns regarding a likely risk of, or actual breach of our Policy or the Legislation, this must be raised with the Company Director. Reporting can also occur in accordance with the Grievance Policy in general or with the Whistleblowing section of the Grievance Policy in particular.

This Policy will be reviewed annually (or as and when required) by the MD.  
It is briefed and acknowledged by all employees on induction and following any policy changes.

Mr Nicanor Bivol  
Managing Director

Next Review Date: 05/10/20

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