

## Slavery and Human Trafficking Statement

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, 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 have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out Elementa Consulting's actions to understand all potential modern slavery risks related to business and to ensure steps are maintained to prevent slavery and human trafficking.

### **Our business**

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to any violation of human rights and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

Elementa Consulting is part of the Integral Group who are an international network of like-minded, forward thinking engineers who share our commitment to changing the face of MEP engineering and sustainability. We deliver major projects both in the UK and overseas, our largest projects have construction values over £200m.

### **Our supply chains and Supplier adherence to our values**

The relationship with many of our suppliers has been established over a number of years and is built upon mutually beneficial factors, where we have close and personal links and contact with the most senior management, for example; owners or directors.

As and when we have new suppliers come on-board we pre qualify them in compliance with our formal Quality Management System which includes a Supplier verification process comprising a series of diligence, relating to company performance, HS&E compliance and references from other customers to establish that they are suitable.

To date we haven't been made aware of any human trafficking / slavery activities within the supply chain but if any were highlighted to us then we would act immediately in accordance with our legal and moral obligations.

### **Our policies on slavery and human trafficking**

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. Our Anti-slavery Policy 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 in our supply chains.

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place systems to:

Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.

Mitigate the risk of slavery and human trafficking occurring in our supply chains.

Monitor potential risk areas in our supply chains.

Protect whistle blowers.

## **Training**

We have zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Anti-slavery Policy is available in our Employee Handbook and on the Intranet.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2016.