



## The R.J Heathman (Contractors) Limited (trading as County Contractors) Anti-Slavery and Human Trafficking Statement

County Contractors is a leading family owned refurbishment and fit out business operating across 4 main divisions throughout the UK. Its main areas of operation include hotel refurbishment, retail shop refurbishment, reactive maintenance, and commercial decorating. The main principles of the Modern Slavery Act align with our own Company values and as such our company is fully committed to implementing the principles of the Act within our own business practices.

We have a Code of Conduct on Ethical Trading which sets out our policy on legislation, child labour, conditions of employment, wages and benefits, health and safety and the environment. The Code of Conduct has recently been updated to ensure it incorporates elements relating to anti-slavery and human trafficking.

Our supply chains can be multinational and involve many businesses and people. During our initial audits, we have identified the key areas where we feel a risk of slavery and human trafficking exists. We are confident that our general business practices ensure the business is compliant and as such we have not identified any instances of non-compliance. However, we recognise the nature of these risks are ever changing and so we can never become complacent in thinking that the work is done. We commit to undertaking all reasonable and practical steps to ensure that slavery and human trafficking is kept out of our business and our supply chains.

We will be undertaking inspections and audits to ensure our standards are being implemented and that local legislation and regulations are complied with. We will assess any instances of non-compliance on a case by case basis and tailor remedial action appropriately. We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance

This statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis.

**Kevin Lee**

Director

May 2018