



## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

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.

### **Structure and Supply Chains**

Our supply chains can be multinational and involve many businesses and people. Some are engaged directly and some on a subcontract basis. 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 chain.

### **Policies on Modern Slavery**

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.

All company policies are reviewed at least annually and updated as required

### **Risk Assessment**

We carry out an annual risk assessment to identify the areas in the business that required the most attention. These form the basis for the due diligence process described below

### **Due Diligence Processes**

We undertake inspections and audits to ensure our standards are being implemented and that local legislation and regulations are complied with. During 2018 and 2019 we have undertaken an audit of all companies providing agency workers to the business to ensure they meet our high standards. We only work with companies that passed the audit. There were no cases on non-compliance identified during 2018.

### **Training**

The company will arrange training, where required, for all relevant staff during 2019-2020.

Furthermore, we will endeavour to raise awareness by distributing literature to be displayed around the company offices and on our sites.



**Measuring Effectiveness**

We will undertake an ongoing review process to ensure our staff can identify and report any instances of suspected non-compliance.

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 statement and our policies 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

Date of issue: 1<sup>st</sup> June 2020  
Date for review: June 2021