

This statement has been published in accordance with the Modern Slavery Act 2015.

**Our commitment to combating modern slavery:**

EE Smith Contracts will not tolerate any form of forced labour and will take steps to prevent modern slavery from our business and our supply chain. We are committed to conduct our business affairs with the highest standards of ethics, acting openly with integrity and honourable intent.

**Our Business:**

We are a leading interior fit-out contractor and joinery manufacturer, currently operating only in the UK. We can undertake contracts as a joinery contractor, an interior contractor or a main contractor. To deliver our contracted activities, we employ in-house and agency workers and engage with sub-contractors and suppliers.

We operate a robust recruitment policy including conducting eligibility to work in the UK for all employees. All our employees are paid by bank transfer and we don't allow payment to be made into third party bank accounts. We use reputable employment agencies, who must adhere to the Agency Workers Regulations 2010, to source any agency workers.

Our supply chain is predominantly led by long-standing relationships with UK suppliers and sub-contractors. We continually assess the working practices of our main material suppliers and trade package sub-contractors. These assessments involve review of working premises and working conditions. We occasionally contract with client-led overseas suppliers for bespoke materials.

**Our potential high-risk areas:**

We consider the following areas to be at higher risk of modern slavery:

- The supply of materials which may be produced in jurisdiction or by organisations that are not compliant with such legislation; and
- The potential use of sub-contractors by our contracted sub-contractors, who may be non-compliant with Modern Slavery Act.

We are committed to reduce the above potential risk areas by undertaking stringent pre-qualification when dealing with all new material suppliers and sub-contractors and re-assessing existing supplier relationships through procurement processes.

We understand that the risks of modern slavery are not static. We continue to assess our risk areas. We will continue to mitigate our exposure to modern slavery by training our staff and monitoring our supply chain.

This statement for the year ended 31 March 2019 was reviewed and approved by the Board of Directors on 5 April 2019.



**Neil Simpson**  
Finance Director