

FIRCROFT ENGINEERING
SERVICES LIMITED

MODERN SLAVERY AND
HUMAN TRAFFICKING
STATEMENT

QSD1569

NOVEMBER 2018

FIRCROFT

CONNECTING PEOPLE TO
POWER THE WORLD

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Fircroft Engineering Service Limited's ("FESL") slavery and human trafficking statement for the financial year ending August 2018.

Our Company Structure

FESL is part of the Fircroft Group, and its ultimate parent company is Fircroft Engineering Services Holdings Limited. The group has over 890 employees worldwide and operates in 52 countries. FESL is a global workforce solutions provider to the technical engineering sectors.

For the 2016/2017 financial year the Group had a global annual turnover of £730 million. Data for 2017/2018 will be made available once all the accounts are filed next year.

Our Supply Chain

Modern Slavery is a growing, global concern and as such leaves no industry or sector immune. Fircroft takes its responsibility to be alert to risks seriously and staff are expected to report concerns, no matter how small, in line with the policies and procedures in place.

To ensure risk is minimised, due diligence questionnaires are provided to all suppliers engaged in order to red flag any potential issues at the earliest opportunity. In addition, supplier audits are completed on an annual basis.

Our Approach

Steps taken

FESL is committed to improving practices to combat slavery and human trafficking in its supply chains and across the business, and aims to develop and refine practices in place. Policies are regularly updated and drafted to ensure best practice, which are all signed off at Director-level.

FESL's Anti-Slavery Policy reflects the Company's commitment to acting ethically and with integrity in all business relationships and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

In addition to policies in place, FESL pro-actively complete the following due diligence processes:

- Conduct risk assessments to identify areas most at risk within the business and suppliers;
- Conduct supplier due diligence as part of the tender or selection process;
- Monitor potential risk areas in the supply chain.

Moving forward

FESL will endeavour to continue to improve and enhance processes within the business to ensure effective and sufficient preventions are in place. We are currently developing and re-enforcing the following policies and procedures to implement across the business:

- Code of Ethics and Conduct to include all relevant policies, procedures and due diligence procedures and will be circulated to all suppliers engaged.
- Employee handbook to include a dedicated modern slavery section to enhance awareness and reinforce procedures in place.
- Whistleblowing Policy will be reissued as a refresher to the business and reinforce the procedure in place.
- Modern Slavery Declaration to be drafted and circulated to all suppliers engaged stating that they will adhere to modern slavery legislation and anti-trafficking policies.
- Online training modules concerning modern slavery and ethical standards are being considered as an additional informative source to be circulated across the business.



Johnathan Johnson
CEO
Fircroft Engineering Services Limited
28th November 2018