



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2022 to 31 March 2023. The statement sets down ICDS Constructors (UK) Ltd (ICDS) commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational Structure and supply chains

This statement covers the business activities of ICDS which are as is a recruitment agency which operates in the UK.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all employees to attend a short training presentation where the company modern slavery training presentation is delivered within the first 2 months of employment.

Policy

ICDS is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms our intention to act ethically in our business relationships.

Due Diligence Processes for Slavery and Human Trafficking

ICDS undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes the building of long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier &/or invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

A handwritten signature in black ink that reads 'Robert Bruen'.

Robert Bruen
Director