Revision	Implementation Date	Revision Description
1.0	20/03/17	Initial Release
2.0	27/03/18	Annual Review
3.0	07/10/18	Change of Ownership
4.0	27/03/19	Annual Review
5.0	27/02/20	Annual Review
6.0	10/02/21	Annual Review
7.0	01/02/22	Annual Review
8.0	01/02/23	Annual Review

MODERN SLAVERY POLICY

The Advance group of companies, ("the Company") including Advance Construction (Scotland) Ltd, Advance Flooring Solutions Ltd, StructureSeal Services Ltd, Advance Utilities (Scotland) Ltd, Advance Training (Scotland) Ltd and JMS Plant Hire Ltd are committed to ensuring that any acts of modern-day slavery, from within its own business and that from within its supply chain partners, are eliminated from Company undertakings.

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place within our sphere of influence.

As a company we expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of measures undertaken by the supplier. Imported equipment and materials from sources from outside of the UK and EU are potentially more at risk for slavery / human trafficking issues. The level of management control required for these sources will be monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and Senior Management shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

It is the responsibility of the Procurement Department to ensure our Supply Chain adheres to this policy.

We will encourage anyone to report any concerns they may have about slavery or human trafficking within the organisation or supply chain. Any concerns raised will be treated in strict confidence and where necessary we will report issues to the appropriate authorities.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, managers, agency workers, interns, agents, contractors, external consultants, third-party representatives and business partners.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your line manager, HR Department or report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or HR Department.

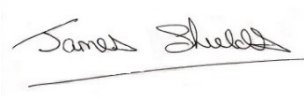
If you believe that you have suffered any such treatment, you should inform the HR manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Policy can be found in the company database.

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

This Policy considers, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The implementation and operation of this management system underlines our commitment to this policy.

This policy statement will be reviewed annually and published.



Managing Director 01/02/23