Modern Slavery Statement 2026

Detailing the steps taken by Harvey Shopfitting Limited to mitigate the risk of modern slavery within its direct and supply chain operations



About Harvey Shopfitters Limited

Harvey Shopfitters Limited (HSF) is an independently owned company, founded in 1981, that provides commercial fit-out and refurbishment services to a broad range of sectors. The client base encompasses hotels, restaurants, pubs and bars, offices and banks, whilst retaining our strong representation in the retail food and clothing sectors.

The commitment to the highest standards has always served to differentiate Harvey's to its competitors. The company's success originates from an abiding commitment to both quality of work and client satisfaction that motivates every aspect of the business' activities.

About this statement

This is HSF 7th Modern Slavery Statement (the statement) responding to the requirements of the Modern Slavery Act (the Act). This statement is made pursuant to section 54(1) of the Act and constitutes HSF slavery and human trafficking statement for the financial year ending on 4th April 2026.

HSF has zero tolerance of modern slavery in all its forms and has a responsibility to understand the risk within its own business and supply chain and ensuring ongoing management of those risks.

HSF supports and is fully committed to upholding the guiding principles on business and human rights.

Since it published its first Modern Slavery Statement, HSF has aimed to increase transparency abouts its approach to modern slavery whilst also ensuring this approach continues to develop. HSF actively encourages feedback on the content of this Modern Slavery Statement from its stakeholders. Please get in touch by emailing **tellme@harveyshopfitters.co.uk**.

This statement sets out the steps taken by HSF to identify and prevent modern slavery and human trafficking existing within its business and supply chains.

HSF is aware of the potential implications for human rights violations and the exploitation of workers and understands that this must be an area of focus over coming months and years.

This statement was approved by the board of Directors on 20th March 2026.

What is Modern Slavery?

Modern slavery is an umbrella term for all forms of slavery, human trafficking and exploitation. It is a crime that affects some of the most vulnerable in society. It is often hidden from view and many victims also do not self-identify, which means that quantifying the number of victims is challenging. Measuring and monitoring the prevalence of modern slavery over time is important in assessing its scale and the effectiveness of policies to stop or prevent it. It can also highlight the resources needed to support the victims involved.

HSF Structure and Business

The Company's supply chain includes subcontractors, recruitment consultants, security services, manufacturers, service providers.

Due diligence Processes for Slavery and Human Trafficking

The initiative to identify and mitigate risk ensures that the appropriate due diligence procedures are taken when engaging suppliers. The processes include:

Reviewing employment policies, labour conditions, recruitment processes (including the use of agents and intermediaries to recruit staff), outsourcing arrangements and the use of low-paid or temporary staff.

Utilisation of SSIP and procurement schemes to further support existing company processes.

Where possible, building long-standing relationships with suppliers and making clear the company's expectations of business behaviour. Where appropriate, providing training to relevant staff to raise awareness of modern slavery and human trafficking issues.

Supplier Adherence to Company Ethics

HSF does not allow harsh or inhumane treatment. The company has zero tolerance to slavery and human trafficking, any threat of physical or sexual violence, harassment or intimidation against employees, their families or close associates.

Suppliers and others are expected to meet these expectations and the company will not knowingly support or deal with any business involved in slavery or human trafficking.

Company Employees

HSF treats all employees fairly and equally. All employees are paid at least the national minimum wage and payments are made directly to employees without delay.

Employees are not forced to work in excess of the number of hours permitted by law and our normal working hours. Overtime does not exceed 48 hours per week unless agreed by the employee.

Employees are entitled to terminate their employment without penalty at any time giving reasonable / contractual notice.

Clear and transparent information will be given to employees regarding changes to wages such as deductions (authorised by law), rates of pay and hours worked.

All individuals are encouraged (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.

Signed:  Mr. Vince Nolan (SHEQ Director)

Date: 20th March 2026