PMU9 Supplier Submission

This assessment has three sections and provides information about activity undertaken by your organisation to tackle modern slavery and support good employee relations/industrial relations. It may be used to support the production of HS2's annual modern slavery statement as set out in the UK Modern Slavery Act 2015 and provided to the Trades Union Congress (TUC) for effective joint working in accordance with our Initial Framework Agreement (IFA) and quarterly collaboration meetings are held at the TUC attended by national officials from Unite, GMB, RMT, ASLEF, TSSA.

Modern Slavery

1. Please provide the Supplier ID included in your invitation email. *

   596

2. Please provide the email address of the individual who is completing this form. *

   peter.ball@fortel.co.uk

3. Has your organisation(s) published a modern slavery statement within six months of the financial year end, and is this available on your website and published on the government registry? *

- (●) Yes
- ( ) No
- ( ) N/A

4. Please provide a link to the statement(s) on your website(s). *

https://fortel.co.uk/images/policies/Modern%20Day%20Slavery%20Statement%20-%2031.01.2023.pdf

5. Do you have a Board Member/Project Director or Executive on your contract accountable for modern slavery? *

- (●) Yes
- ( ) No

6. Is your workforce undertaking awareness training on modern slavery and human trafficking? *

- (●) Yes
- ( ) No

7. Has awareness training on modern slavery and human trafficking been included in site inductions during the reporting period? *

- (●) Yes
- ( ) No

8. Are posters detailing information on how your workforce may access the Gang Master and Labour Abuse Authority (GLAA) helpline displayed on your site(s)? *

- (●) Yes
- ( ) No

9. Is this information available in relevant accessible formats to meet the requirements of your workforce? *

- (●) Yes
- ( ) No

10. Do you have a policy that mitigates the risk of modern slavery, which includes a process to follow should a suspected incident occur? *

- (●) Yes
- ( ) No

11. Has the HS2 confidential whistle-blowing reporting process been publicised should a worker wish to report a suspicion of modern slavery? *

- (●) Yes
- ( ) No

12. Do you have a process in place for workers to access employment rights information in relevant accessible formats? *

- (●) Yes
- ( ) No

13. Has a Modern Slavery Assessment Tool (MSAT) been completed within three months of contract award and annually thereafter? *

- (●) Yes
- ( ) No

14. Have there been any reported incidences of modern slavery (suspected, potential or confirmed) during the reporting period? *

- ( ) Yes
- (●) No

Employee Relations

15. Please confirm that all workers (including subcontractors) in the workforce are directly employed during the reporting period. *

- (●) Yes
- ( ) No

16. Do you have workers (including subcontractors) employed on zero-hours contracts in the workforce during the reporting period? *

- ( ) Yes
- (●) No

17. Do you have workers (including subcontractors) in the workforce engaged under the Construction Industry Scheme (CIS) during the reporting period? *

- ( ) Yes
- (●) No

18. Do you have operatives and first-line supervisors (including subcontractors) engaged under umbrella companies during the reporting period? *

- ( ) Yes
- (●) No

19. Have all workers (including subcontractors) in the workforce been issued with a statement of term and conditions of employment or a contract for services, during the reporting period? *

- (●) Yes
- ( ) No

20. Number of new referrals to Advisory, Conciliation and Arbitration Service (ACAS) by current or former workers (including sub-contractors) received by the employer during the reporting period. Avoid including previously reported ongoing cases in your response. *

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21. Do you have new referrals by workers (including subcontractors) to Industry dispute resolution procedures submitted by Trade Unions on your contract where the alleged breach occurred during deployment on your HS2 contract and during the reporting period (e.g., the JIB for the electrical contracting industry).
Avoid including previously reported ongoing cases in your response? *

- ( ) Yes
- (●) No

22. Number of new Employment Tribunal cases lodged in the reporting period by current or former workers during the reporting period.
Avoid including previously reported ongoing cases in your response.
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23. Do you have workers (including subcontractors) required to pay for personal protective equipment, licences, or any services necessary for them to perform their job during the reporting period? *

- ○ Yes
- ◉ No

24. Have all workers (including subcontractors) been provided with industry welfare benefits (e.g. B&CE, ECIS etc) or similar? *

- ◉ Yes
- ○ No

Industrial Relations

25. Do you have new complaints lodged at Employment Tribunal by existing or former workers (and subcontractors) and/or their representatives for any reason alleging victimisation or detriment under Section 146 of the Trade Union and Labour Relations for Time off for Trade Union Activities or Blacklisting during the reporting period? *

- ○ Yes
- ◉ No

26. Do you have incidences of lawful industrial action on your contract during the reporting period? *

- ○ Yes
- ◉ No

27. Do you have incidences of unlawful industrial action on your contract during the reporting period? *

- ○ Yes
- ◉ No

28. Number of formal meetings between management and full-time union officials on your contract during the reporting period. *

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29. Number of pre-arranged site visits on your contract by full-time union officials in the reporting period. *

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30. Do you have requests for pre-arranged site access to workers by a full-time union official on your contract that were declined in the reporting period? *

- ○ Yes
- ◉ No

31. As a Tier 1 contractor or supplier to HS2 do you operate any agreements with a trade union(s) on the project that promote harmonious and productive employee & industrial relations amongst your site workforce? *

- ○ Yes
- ◉ No

32. Are your HS2 constituent organisations(s) party to a national collective agreement? *

- [ ] The National Agreement for the Engineering Construction Industry (NAECI)
- [ ] Joint Industry Board for the Electrical Contracting Industry (JIB)
- [ ] Joint Industry Board for the Plumbing & Mechanical Engineering Services National Agreement (JIB-PMES)
- [ ] Building Engineering Services Association (BESA)
- [ ] Construction Industry Joint Council (CIJC)
- [ ] National Agreement for the Building and Allied Trades (BATJIC)
- [ ] National Agreement for the Demolition Industry (NFDC)
- [ ] The Thermal Insulation Contracting Industry National Agreement (TICA)
- [x] None

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