



Antac
support services

MODERN SLAVERY POLICY

2024



Definition of Slavery

Slavery is where ownership is exercised over a person; servitude involves the obligation to provide services imposed by coercion; forced, compulsory or child labour involves work or service exacted from any person under the menace of a penalty and for which the person has not offered himself voluntarily; human trafficking concerns arranging or facilitating the travel of another with a view to exploiting them.

Antac Support Services

Antac Support Services will comply with the Modern Slavery Act 2015 and have strict measures in place to ensure that no slavery is part of any of our business, that includes our operations, supply chains, goods and services.

Antac Support Services was set up in 2001 and offers services across the UK, the soft services division provides includes Window, High Level, Gutter and Office Cleaning Services. Our hard facilities management provide Building Services, Mechanical & Electrical and Project Works. These divisions are sectioned geographically and overseen by five Executive Management Directors, who provide the leadership and direction for the company.

There are eight offices, plus site-based offices throughout the UK:

- High Wycombe – Head Office
- Faringdon – Commercial office
- Aylesford – Operations
- Leeds – Operations
- Bromsgrove – Operations
- Letchworth - Operations
- Larkhill – Void Housing
- Abingdon – Void Housing
- 12 site based offices

Antac employ approx. 475 permanent staff, our Talent Acquisition Team and Hiring Managers are trained to carry out 'right to work checks', to spot any inconsistencies and potential risks, when onboarding new employees. All staff have been issued a written statement / contract. Where there is a fixed term contract it is completed in a moral way with no exclusivity clause and with as much flexibility for the staff as for the organisation.

Scope

Antac conform to the International Labour Organisation's Convention No. 138 (minimum age) and Convention No. 182 (the worst forms of child labour).

Child Labour

With the UK being a member of the International Labour Organisation (ILO), the company respects, promotes and supports the abolition of child labour. We therefore conform to Convention NO. 138 on 'minimum age' and the Convention No. 182 on the 'worst forms of child labour'.

Child labour is defined by the ILO as children who are:

- below the age of 12 years working in any economic activities
- aged between 12-14 years engaged in work that is more than light work and
- aged under 18 years and engaged in the worst forms of child labour.

Convention No. 182 on minimum wage ensures the minimum age for starting employment or to carry out work to a level that is consistent with the fullest physical and mental development of a young person.

The ILO Convention, article 3, no. 82 sets out the worst forms of child labour, which are likely to form modern slavery.

- All forms of slavery or practices similar to slavery (for example the sale and trafficking of children, debt bondage and serfdom and forced compulsory labour, including forced or compulsory recruitment of children for use in armed conflict.
- The use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances
- The use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties
- Work but which its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Statement

Antac will provide suitable training for all employees to ensure that they are aware of this Modern Slavery Statement, how to recognise the signs of Modern Slavery and Forced Labour, and how to report any concerns they have. Modern Slavery awareness is included as part of the company Induction and our Employee Handbook. The

Employee Handbook sets out our policies and key procedures and all employees are required to acknowledge that they have read it and agree to it when they begin working for Antac. As part of ongoing training, Antac share Toolbox Talks (TBT) on a monthly basis, 'Modern Slavery Awareness' is scheduled as one of the TBT topics. By following these procedures and increasing the awareness of Modern Slavery we look to reduce the Risk of Modern Slavery in our business.

Antac are working to identify any potential threats within our supply chain. All suppliers and subcontractors are required to complete a supplier questionnaire before a contract is set up. There are approximately 70 regular suppliers with a further 150 suppliers registered on our preferred supplier framework. Through initiatives and webinars produced by the Supply Chain Sustainability School, we regularly look to improve our supply chain processes. Our evaluation form covers to the following criteria:

- checking employer, product, public liability and professional indemnity insurance,
- checking compliance with ISO 9001 quality standard or management systems to monitor quality.
- review of the health and safety policy, systems and / or ISO 45001 certificate
- certification with ISO 14001 environmental standard or Environmental Policy
- SAFEcontractor award
- Business Ethics and Corporate Social Responsibility Policy
- Supply chain checks on their suppliers for Modern Slavery

For smaller companies and organisations that do not have a policy on tackling modern slavery and human trafficking, they are actively encouraged to review this when working as part of our supply chain in collaboration with our Tier One customers.

Antac Support Services embraces socially responsible trading, we audit our suppliers to ensure their business meets our very high standards and we work with customers to ensure optimum environmental friendliness. This will also extend to their employment practices and procedures to ensure that no slavery or human trafficking exists in their business.

Our Supplier Code of Conduct requires any recruitment agencies we use, we will ensure that they have strict compliance to this Act and require confirmation from them that no agency worker is being exploited as part of any slavery or human trafficking.

We have a Recruitment and Selection Policy that ensures compliance with equal

opportunities and states that recruitment agencies go through the same evaluation as other suppliers, although the majority of recruitment is managed inhouse, by our Talent Acquisition Team, reducing our reliance on agencies.

If it is established that any employee or person connected with the business has committed any offence as follows:

- the person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or
- the person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

They will be subject to the Company's Disciplinary Process. If a supplier is found to have committed any of the above, then Antac will cease trading with them immediately and will report them to the Police authorities.

Antac have Business Ethics and Integrity and Code of Conduct policies for all employees to comply with. Antac's Executive Management Team and our employees are working to identify any potential threats which are not compliant with our values, ethics and government legislation.

Statement Updated 01/10/2024

Date of next review 01/10/2025

A handwritten signature in black ink, appearing to read 'AH'.

Anthony Hutchins, Commercial Director & H & S Advisor
Signed on behalf of the Board of Directors

Related Documents:

- Business Ethics Policy
- Whistle Blowing Policy
- Recruitment & Selection Policy
- Employee Handbook
- Modern Slavery Awareness TBT