



MODERN SLAVERY STATEMENT

Rev F

AMENDMENTS ISSUED SINCE PUBLICATION

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Rev E	31/07/2021	Reviewed for financial year. Added to new company policy layout	ALL
Ref F	31/07/2022	Reviewed, no changes	ALL

MODERN SLAVERY STATEMENT

1. BUSINESS

This statement applies to BSE|FM Ltd (referred to in this statement as ‘the Business’). The information included in the statement refers to the financial year 2022-2023.

2. BUSINESS STRUCTURE

BSE|FM is located in 3 separate offices, all are controlled by the board of directors.

Offices are currently located in the UK at Haywards Heath and London and Co Clare, Ireland.

BSE|FM is a consulting Engineering company designing building services for various clients, work is not seasonal.

The labour supplied to the business in pursuance of its operation is carried out in UK and Republic of Ireland.

3. DEFINITIONS

The business considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

4. COMMITMENT

The business acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The business understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The business does not enter into business with any other business, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the business in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The business strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom and Ireland.

5. SUPPLY CHAINS

In order to fulfil its activities, the business’s main supply chains include those related to the supply of project designs to clients and contractors, to be used on projects or buildings.

6. POTENTIAL EXPOSURE

The business considers its main exposure to the risk of slavery and human trafficking to exist in its clients and contactors, who are external to the company.

7. IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the business, as it did for others across the nation.

The business welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

The business concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

The business's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

8. STEPS

The business carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its business or supply chains, including conducting a review of the controls of its suppliers.

The business has not, to its knowledge, conducted any business with another business which has been found to have involved itself with modern slavery.

9. KEY PERFORMANCE INDICATORS

The business has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the business or its supply chains.

- Ensuring that the business own employees are not facing breaches to their human rights.

10. POLICIES

The business has the following policies which further define its stance on modern slavery:

- Migrant workers' policy.
- Equal opportunities.

11. TRAINING


The business provides training to staff to effectively implement its stance on modern slavery through induction process.

12. SLAVERY COMPLIANCE OFFICER

The business has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the business obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval...01/07/2022.....

Signed.....
Director

Dated.....31/07/2022.....