
BGIS Global Integrated Solutions Limited

Modern Slavery Statement – HR-286-06

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Title: Modern Slavery Statement	Revision Date: Annual	Reviewer:

Modern Slavery Statement

Our Modern Slavery statement outlines standards to ensure that all employees, workers, contractors are treated with respect and dignity, are working on their own free will, and are being properly compensated for their contribution. BGIS Global Integrated Solutions Limited is committed to the social and environmental responsibility and exercises zero tolerance for slavery and human trafficking. We are committed to improving our practices to combat slavery and human trafficking and ensuring that we are not complicit in any human rights violations. BGIS Global Integrated Solutions Limited supports and respects the principles proclaimed in the Universal Declaration of Human Rights and believes businesses should ensure that they are not complicit in human rights abuses.

Organisation's structure

We are a provider of national building maintenance services incorporating mechanical, electrical, building and specialist fabric and public health maintenance services. Included in our services are Intelligent Hands data centre provision and also energy and sustainability analysis. The Group has an annual turnover in excess of the statutory threshold.

Our business

Our business is organised into the following business units:

1. London Office, located in Blackfriars where central services are located.
2. Operations Division split into 4 specialist teams.
3. A growing presence in the South, Southeast and Midlands.

Our supply chains

Our supply chain includes recruitment agents, IT suppliers, general suppliers providing components and spares relevant to our industrial sector, sub-contractors and consultants for the building and maintenance services that we provide to end-users.

We review our supply chain to assess risks including but not limited to safety, human trafficking, child labour and other legal requirements.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our values and ways of working reflect our commitment to acting ethically and with integrity in all our business relationships to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

There is to be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, slavery, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.

We are committed to a workforce that is free from harassment and unlawful discrimination, including race, colour, religion, national origin, gender, age, disability, sexual orientation, gender identity, HIV status, marital status, past or recent military status or any other status protected by the

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laws or regulations in the locations where we operate.

Due diligence processes for slavery and human trafficking

We have in place systems to:

- Identify and assess potential risk areas in our supply chains
- Protect whistle blowers and report unethical conduct
- Where possible we build long standing relationships with our supply chains nationally and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

Our effectiveness in combating slavery and human trafficking

We use the following procedures to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Effective use of the Recruitment and Selection Policy and
- Use of labour monitoring and payroll system
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2021.

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