

Introduction

We do not tolerate modern slavery or human trafficking in our organisation or in our supply chain. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps the Company has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Our Business

T&B (Contractors) Limited is a privately owned company, completing traditional and design and build projects across London, the South East and South Midlands.

T&B operate across a number of sectors including: education, community & leisure, housing, health, commercial and heritage. With 129 staff, the business has 4 operating divisions:

- Main Works: Delivering projects with values typically ranging from £1m to £5m
- Special Works: Highly professional division who carry out smaller, specialist, often fast track projects typically ranging between £100k and £1m
- City Works: Specialises in fast-track and complex internal and external refurbishment projects
- Interiors: Formed in 2014 our interiors division specialises in high end internal fit out and refurbishment projects

Our Supply Chain

We have extensive experience of working in both the public and private sectors and have embraced the changing world of construction procurement and committed ourselves to developing long term relationships with our subcontractors and suppliers. Keeping consistently high cash balances supports our 'Pay on Time' policy, one of the cornerstones of our success in building those long-lasting and trusting relationships.

Our Policies on Modern Slavery and Human Trafficking

Our opposition to modern slavery and human trafficking reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place anywhere in our business or supply chain.

Due Diligence Processes for Modern Slavery and Human Trafficking

Our initiatives to identify and mitigate the risk of human slavery and human trafficking in our business include:

- Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account.
- T&B require that our supply chain members complete a robust pre-qualification questionnaire approval process. In 2016 the questionnaire was amended to include an anti-slavery and human trafficking commitment.
- We have provided modern slavery training for our staff and labour supply agencies to highlight the issues around modern slavery.
- Sites now display multi-lingual posters that again highlight the issues around modern slavery, giving routes to confidentially report potential or suspected cases.
- We encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith (confidentially if they wish) any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.

Effectiveness of our Due Diligence Processes

Our audit and business operations teams are involved in ensuring these processes work effectively and will monitor it regularly, adapting as necessary to the changing needs of our business. There have been no reported cases of modern slavery with the business or our supply chain.



Mark Hickson
Managing Director
May 2018