



Modern Slavery Act

IKON Construction 2016-17 Statement



Introduction

Slavery and human trafficking are criminal offences, it is essential that businesses understand the offences and do not commit a breach. It is critical to understand the many implications this Act has on your business. These offences are applicable to all people and all businesses regardless if your company is required to produce a Slavery & Human Trafficking Statement. It is suggested businesses should review supply chain processes and contracts to ensure they are eliminating the opportunity for these offences to be committed in their own business and or their supply chain.

Building on IKON Construction's commitment to ensuring proper working practices throughout our supply chain, we have embraced the requirement to publish an annual slavery and human trafficking statement. This will allow us to share our efforts against slavery and human trafficking and improve and measure our success each financial year.

This statement relates to actions and activities during the financial year 1st April 2016 to 31st March 2017.

IKON is totally committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

1. Business & Supply Chain

IKON Construction is a growing business, supplying construction and general property services to both public and private sectors. We work across several sectors, including residential; commercial and industrial; retail; public and recycling. Since 2012 the main areas of growth have been retail and commercial. Now in our 16th year, we work in partnership with prestigious developer organisations and established clients on a nationwide basis.

Operating solely in the UK, IKON has enjoyed consistent growth over the past 5 years. In 2012, we took a management decision to grow the business, from a small regional construction company to a medium-sized, national one. This decision was fuelled by demand from existing clients; and repeat business.

We are serious about our brand because it's part of our identity and so is our commitment to our clients, our workforce, and communities in which we work. We believe transparency is the best way we can ensure the public that we are doing our best to minimise any disruption and make a positive impact on the locality.

In that spirit, we have published our annual statement for slavery and human trafficking, made in compliance with section 54 of the Modern Slavery Act 2015, in which we explain how slavery and human trafficking can affect our business and the steps we are taking in the fight against it. This statement is intended to fulfil the legal requirement for a slavery and human trafficking statement on behalf of IKON Construction Ltd.



IKON's supply chain consists of both suppliers and subcontractors; most of whom are based in the UK, and some in the Republic of Ireland. We have around 50 direct employees within our organisation in addition to approximately 50 sub-contractors who are engaged through our supply chain.

Our suppliers and subcontractors are required to demonstrate steps taken to ensure slavery, trafficking and labour exploitation are not taking part in any part of their business or supply chain.

Suppliers are also required to demonstrate that they provide safe working environments and conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

2. Slavery and Human Trafficking Policies

This past financial year ending 31 March 2017, we took the following key steps to ensure slavery and human trafficking did not occur within our organisation or supply chain.

- Notably, we have developed our statement of modern slavery, which can be found in the Download section of our website and on our company server, which is accessible by all employees
- Our supplier Pre-Qualification Questionnaire was updated to include a section relating to the issues of modern slavery, with the aim of ensuring transparency amongst our supply chain
- The modern slavery statement was issued and sent to regular suppliers and subcontracting firms, along with a revised version of the Pre-Qualification Questionnaire
- Knowledge: Improving our knowledge base by collecting relevant data and improving product traceability
- Professional Expertise: We have employed a second, full time health and safety advisor, who works closely with our own workforce, as well as subcontractors. He is responsible for ensuring workers are equipped to carry out their role safely and working in suitable conditions
- In addition, we have employed a procurement and buying expert, who works closely with suppliers, and strives to ensure ethical sourcing of materials
- Supplier collaboration: Encouraging suppliers to collaborate to address slavery and human trafficking issues
- New Policies: We are looking at current policies which complement our CSR statement, and this statement of modern slavery, such as our new Bribery Policy

3. Assessing and Managing Risk

We understand that our biggest exposure to Modern Slavery is in our supply chains, where we have undertaken activity over recent years to minimise the risk. This is largely in the form of a Pre-Qualification process that suppliers are asked to complete.



If issues are identified, appropriate investigative and remedial actions will be taken.

4. Key Performance Indicators

In order to assess the effectiveness of our modern slavery measures we will be reviewing the following key performance indicators:

- Staff training levels
- Number of slavery incidents reported in the supply chain

5. Notification of Staff

Our Modern Slavery statement is available on the server and all members of staff have been directed to this. In addition, all new members of staff are informed as part of their induction.

Various existing suppliers have also been informed of our statement on slavery, human trafficking and workers' rights, as are all new suppliers that work with IKON.

6. Moving Forward

We understand that the risk of modern slavery, especially in an industry such as construction, is not static, and we should continue to improve our mitigation in the years ahead, with a particular focus on:

- Developing an agreed approach to modern slavery with our supply chain
- Staff awareness and training
- Mapping any high-risk parts of our supply chain to gain further visibility further down the tiers
- Developing key performance indicators

We believe we have laid the groundwork for the prevention of modern slavery within our business and supply chain through policies and procedures we have put in place. We now need to ensure these are followed through and executed. This will be a key focus over the next 12 months.

Peter Hargreaves, Managing Director



Date

11/6/17

Steve Chant, Managing Director



Date

11/6/17



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