

At ITC Concepts we are committed to running our business responsibly. We strive to maintain high ethical principles and to respect human life. As part of our mission statement we undertake all elements of our work safely, responsibly and sustainably.

In this statement we describe our business and supply chain and how we operate. We explain our current practices and the plans we have to enhance these in light of the Modern Slavery Act 2015.

ITC Concepts Ltd is a privately owned limited company within the construction industry, currently employing 55 members of staff and subcontracting out the majority of its works.

For direct employees of the company, either at interview stage or as part of the induction process, the employee will be asked to produce their passport or other photographic proof of identity, plus work permits for the UK, if relevant. This ensures that we are satisfied that the employee has the legal right to live and work in the UK. We will never demand deposits from our workers or hold on to their identity papers.

Employees are made aware of the company's Mission Statement and Values, which include Respectfulness, Honesty and Fairness, and we expect them to support these values, not only at work, but also in their private lives.

As an organisation, we have a chain of immediate suppliers, many of whom in turn have their suppliers, making our total supply chain very large and complex.

As a Main Contractor within the industry, the organisation subcontracts its work out to subcontractors, who are assessed, prior to being issued with a purchase order. The principal method of assessing our subcontractors is to see if they are registered with Constructionline, a government backed organisation, used for procurement of suppliers and subcontractors across the nation. Constructionline assesses the organisation's health & safety and all other areas of compliance, including requesting sight of their Slavery and Human Trafficking Statement, if they have one. If a company is registered with Constructionline (Level 2 Silver or above), then they are deemed to be approved for ITC's supply chain.

Should a company not be registered with Constructionline, ITC will issue an assessment form for satisfactory completion, prior to placing an order. This form will ask whether the company has a Slavery and Human Trafficking Statement in place and to be given a copy of the statement. We look to ensure, as far as possible, that our supply chain accords with legislation.

Furthermore, ITC will never subcontract any work out to any subcontractor who is not registered under the government's Construction Industry Scheme.

With these initial checks, we believe that we are working with ethical and likeminded companies.

The Future

We recognise that the steps we currently take are small and that some of our suppliers and subcontractors may not act in as ethical a way as ITC Concepts does. We also recognise that the Construction Industry is a high-risk area for slavery and human trafficking and so we must be extra vigilant in assessing our subcontractors.

We therefore need to spend time and resources on deeper evaluation of our suppliers and subcontractors, and their supply chain, to identify the highest risk companies and take appropriate action with them.

Staff training for our direct employees will be essential in the coming year, to enable them to understand what human trafficking is, how to recognise it and explain how they can report any concerns, in total confidence.

We will begin to look at the effectiveness of these measures currently in place and those planned for the future and develop ways in which this can be measured.

All progress will be reported in our next annual statement.

This statement covers 1st May 2018 to 30 April 2019 and has been approved by the Board of Directors.

A handwritten signature in blue ink, appearing to read 'Ian Conway', written over a faint dotted line.

Signed:
Ian Conway, Managing Director
On behalf of ITC Concepts Ltd

Date: 8th May 2018