



Industrial & Commercial Services

(Specialising in industrial coatings and solutions)

Modern Slavery & Human Trafficking Statement

Harrison's Industrial and Commercial Services is committed to driving out acts of modern day slavery and human trafficking within its business and from within its supply chains, including subcontractors, and partners.

The policies we have in place and this anti-slavery statement, reflect our commitment to:

- Paying people fairly and properly for their work;
- Acting ethically and with integrity in all our business relationships and;
- Enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

Harrisons acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

In Practice; All employees who join us are subject to checks to ensure they are genuine applicants operating as free agents with the required level of propriety. These will include verification of identity, references, evidence of qualifications, and may include criminal and financial checks.

As part of the companies due diligence processes into slavery and human trafficking, the supplier / subcontractor approval process incorporates a review of the controls undertaken by the supplier / subcontractor. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery / human trafficking issues. The level of management control required for these sources will be continually monitored. For suppliers / subcontractors where there is deemed to be an additional risk of slavery or human trafficking, supplementary checks are completed. Harrisons will not support or deal with any business knowingly involved in slavery or human trafficking.

Our Responsibilities; Our Directors and management team shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains. This Policy is compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

Communication; This policy will be communicated to all levels of management and supervision and to all employees it will be included in appropriate recruitment, training, conditions of services, company procedures and other relevant documentation.

Adaption; The Company will wherever possible make appropriate and reasonable adaptations to its systems, procedures and premises in order to accommodate people with disabilities. This will extend from the recruitment and interview stage to employment.

Enforcement; Behaviour, conduct, performance in breach of this policy will be investigated in accordance with company disciplinary and grievance procedures.

In particular, racial, sexual discrimination and/or harassment are noted as specific examples of unacceptable conduct in Company Disciplinary and Performance Procedure.

Monitoring / Review; The HR Director will be responsible for arranging such reviews and investigations as are necessary to monitor effectively the operation of the policy.

Signed:



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Dated:

.....15/09/19.....

Mark J Harrison
Managing Director

Signed:



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Dated:

.....15/09/19.....

James M Harrison
Human Resource and Marketing Manager

Notes:

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