

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Chepstow Plant International Limited (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2021/2022.

B) ORGANISATIONAL STRUCTURE

Chepstow Plant International has a central office located at Beacon Court, Norman Way, Severn Bridge Industrial Estate, Caldicot, NP26 5PT.

In addition the organisation operates on remote client sites around the UK (currently England & Wales), with a mixture of short term and long term contracts depending on customer requirements.

Whilst there is some seasonality with peak periods during the summer months, demand for the organisation’s services are consistently high throughout the year.

The labour supplied to the organisation in pursuance of its operation is carried out in the United Kingdom, predominantly England & Wales.

The organisation is controlled by Chairman and Managing Director, with a supporting senior management team.

C) DEFINITIONS

The organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to supply and service of construction equipment from various suppliers in the United Kingdom, Europe and North & South America. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

F) POTENTIAL EXPOSURE

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

The organisation recognises that it is important to maintain supplier relationships and foster open communication with suppliers about the impact of COVID-19 on modern slavery risks. Since the onset of the Covid-19 pandemic, supplier questionnaires have been updated to include questions on Modern Slavery.

G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Performing periodic audits of suppliers compliance with this statement.
- Communicating his statement with employees and other stakeholders.

- Reviewing training matrices to include awareness of Modern Slavery Act, where appropriate.

H) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains:

- Continued membership of third party audit schemes (e.g. Achilles Building Confidence).
- Timely close out of NCRs raised during third party audit processes.
- 100% of employees, agency and self-employed personnel to have been verified as having right to work in UK.

I) POLICIES

The Organisation has the following policies which further define its stance on modern slavery: Environmental Policy; Health and Safety Policy Statement; Employee Handbook.

This policy supersedes “Company Policy for Anti-Slavery and Human Trafficking” (Apr 2020).

J) TRAINING

The organisation’s Slavery Compliance Officer has achieved accredited CPD on Modern Slavery.

Relevant persons will receive toolbox talk and briefing on Modern Slavery, and this policy will form part of induction process.

K) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisations obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:



Managing Director

Date of approval: 9th November 2021