



# Enigma Industrial Services Ltd

## Modern Slavery statement

We have a workforce of c1,000 in the UK, delivering construction, support services, and frontline services covering a range of sectors, in addition to our directly employed workforce there are many people employed in our supply chain.

Our values and our culture guide us to operate ethically and transparently. Consequently, we are committed to ensuring that Modern Slavery<sup>1</sup> does not exist in our workforce or our supply chain. This statement should be read in conjunction with our Human Rights policy, business practices policy and with the policies and the supplier codes of conduct of our company which state our position on human rights and the ethical standards we set for our own business activities and expect of our supply chain.

Our whistle blowing policy and procedures provide clear guidance for our own employees and those employed in our supply chain on what to do should they suspect modern slavery is taking place.

The main Modern Slavery risk within our operations stems from bringing workers employed by other companies on to our own or our customers' sites, particularly agency workers. There are also potential risks in our supply chain in relation to goods and services. Our suppliers and sub-contractors are required to comply with our business practices and ethical supply policies and our site induction processes extend to sub-contractor's workers operating on our sites. We also focus on embedding awareness of ethical risks, such as Modern Slavery, and engaging in discussion with our key suppliers on the steps they are taking in our supplier engagement meetings.

For our UK located business the substantial majority of their transactions are with other UK based organisations which are themselves subject to the Modern Slavery Act.

Government operated payment schemes where available. Employee's passports are not held as a matter of course but can be stored on their behalf in a secure environment upon request.

We are undertaking activities across our own business and with our supply chain to raise awareness of Modern Slavery. Appropriate training will be provided to those who are responsible for bringing agency workers and sub-contractors on to site, and for relevant procurement staff.

As part of our ongoing business improvement we will continue to review our policies, procedures, capabilities and capacity in respect to Modern Slavery over the coming months. This statement may be revised to reflect the findings of the review and our response to it.

The Supply Chain is looking to establish a common approach to tackling Modern Slavery across the business. This will help drive consistency in what is required of the supply chain and to provide material that will help them to prevent Modern Slavery in their own operations and supply chains. We will actively promote this material within our key supply chain when it becomes available.

This Modern Slavery statement has been approved by the board of directors.

Signed by	Scott Hardie – Managing Director
Signature	
Date	March 2019

1. Modern Slavery is defined as slavery, servitude and forced or compulsory labour and human traffic