

## Modern Slavery Policy Statement

This statement has been published in accordance with the Modern Slavery Act 2015 (the Act). It sets out the steps taken by NCS to prevent modern slavery and human trafficking in its business and supply chains.

### Our business

NCS is a specialist Building and Civil Engineering contracting organisation working in the United Kingdom, primarily in the North-East of England. Our clients include public and local authorities, charities and private national and international companies.

NCS is committed to working within our own business and our supply chain to ensure that we implement a proactive approach to tackling hidden labour exploitation and reducing these practices in our wider supply chain.

NCS has a reputation for working ethically, in compliance with all our policies.

### Risk assessment

Our risk assessments revealed that whilst risks existed in our recruitment practices and operational site management, the most significant risks are associated with sub-contractors bringing labour onto our sites and the potential for labour exploitation down the tiers of our supply chain.

### Our supply chain

Our supply chain consists of both suppliers and subcontractors. NCS subcontractors and suppliers will be asked to confirm the actions they are taking to ensure labour exploitation, modern slavery and human trafficking are not taking place in any part of their business or supply chain. We will request suppliers and subcontractors are required to notify NCS as soon as they become aware of any instance of modern slavery or human trafficking taking place in their supply chains or in any part of their business.

In addition to the above, we will request our supply chain to confirm the following: -

- They have taken steps to eradicate modern slavery within their business;
- They hold their suppliers to account over modern slavery;
- They pay their employees at least the national minimum wage;

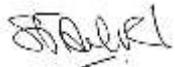
We will inform them that we may terminate their contract at any time should instances of modern slavery within their organisation or supply chain come to light.

When new employees join NCS, our pre-employment checks ensure that bank account details provided for the payment of salary match the name of the employee and where discrepancies arise we investigate and may require further assurance to ensure the employee is not subject to modern slavery.

### Training

We will conduct training for our staff to understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

This policy will be reviewed annually from the date below.

Signed: 

Date: 26 April 2017

Sean Anderson – Director