



**Integrated Mechanical,
Electrical & Plumbing
Services**

MODERN SLAVERY STATEMENT

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Watkins has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Watkins has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

OUR BUSINESS

Watkins is a leading Mechanical, Electrical, Plumbing, Planned Preventative Maintenance and Small Works contractor to the London and South East new build residential market.

OUR HIGH RISK AREAS

Watkins engages agencies for some elements of contract work.

Agencies are part of our approved sub-contractor scheme and are vetted for good practice.

OUR POLICIES

We operate many internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

OUR SUPPLIERS

Watkins operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- We may terminate the contract at any time should any instances of modern slavery come to light.

TRAINING

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

OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement



Tony Murphy
Managing Director
C Watkins Plumbing Ltd
Date: 02/09/2022