



## SSI Services (UK) Limited Modern Slavery & Human Trafficking Statement

### **OUR BUSINESS**

SSI Services (UK) Limited (“**SSI Services**”) is a multi-disciplined specialist contractor with a broad range of customers which include UK water and energy utilities, operators and regulators of critical infrastructure, major contractors and FM companies working across the water, waste water, water hygiene, rail, highways, construction, power, gas and local authority markets.

SSI Services is a holding company and parent company of the subsidiary companies referred to below. The wider SSI Services group is comprised of the following companies and brands (“**Group**”):

#### **Brands**

- Fleet Services provides commercial and private vehicle maintenance as part of SSI Services.

#### **Subsidiary companies**

- OnSite Central Limited is a waste water and drainage specialist;
- Integrated Water Services Limited trading as IWS Water Hygiene (operating in the legionella monitoring and testing sector) and IWS M&E (operating in the water sector);
- Hydrosave UK Limited is a specialist in water management and leakage;
- G Stow Plc is a specialist in drilling and maintaining boreholes;
- Advanced Engineering Services Limited is a specialist pipeline and engineering company;
- OnSite Specialist Maintenance Limited provides concrete repair and specialist leak sealing services.

#### **Associated companies**

Omega Red Group Limited is an associated company trading under the SSI Services brand and is a UK market leader in earthing and lightning protection;

#### **Parent Company**

SSI Services ultimate parent company is South Staffordshire Plc which fully supports SSI Services Modern Slavery statement. South Staffordshire Plc has published a voluntary statement which can be found at [South Staffordshire Plc](#)

## **STATEMENT**

This statement is made by SSI Services in accordance with the Modern Slavery Act 2015 (“Act”). Integrated Water Services Limited, which can be found at [Integrated Water Services Ltd](#) and OnSite Central Limited, which can be found at [OnSite Central Ltd](#), have published separate a modern slavery statement as their individual turnovers exceed £36m.

As a Group we do not tolerate any form of modern slavery or human trafficking and we are completely committed to preventing slavery and human trafficking within the Group including our supply chains. We act ethically and with integrity in our business relationships and adopt responsible business practices.

## **OUR POLICIES**

Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Our Recruitment, Anti-bribery and Whistleblowing Policies also support our Modern Slavery, and Human Trafficking Child Labour Policy.

All Group companies are required to comply with these policies.

## **SUPPLY CHAIN**

The supply chains within our Group companies include suppliers, subcontractors and business partners of all sizes and types of supply, ranging from suppliers of services, goods and materials to suppliers.

The Group expects, and endeavours to ensure, that organisations within its supply chains also have no tolerance to any form of modern slavery and human trafficking and all of our Group companies adopt responsible business practices in respect of reducing the risk of modern slavery and human trafficking.

Supplier reviews are carried out on most suppliers.

This year we have continued to work closely with a selection of our suppliers which we have deemed to be high risk to undertake audits of their compliance with, and the risks that they face from, modern slavery in their own organisation and supply chain. The ‘Supplier Tracker’ remains in place to ensure there is a record of the name of each supplier we have audited and when each audit was conducted during this last year.

## **EMPLOYEES**

Through our employment tracker we ensure that:

- All employees are subject to rigorous “right to work” checks.
- All employees are managed by another senior employee.
- All employees are inducted into the business.
- All employees are being in line with the minimum wage legislation and that there are no unlawful deductions.

This year we have implemented an employee self-serve function which allows employees to update their bank account details directly, through this we have amended our internal checking to safeguard employees by carrying out a review with the employees using the function. Furthermore, we continue to review those who update bank account name not bearing the employee's name.

## **EDUCATION/COMMUNICATION**

We continue to ensure all employees are briefed on Modern Slavery and Human Trafficking at induction and prior to induction via an information sheet.

All employees are encouraged to report any suspicious behaviour.

Managers are provided with a range of leadership training and are assisted by our HR Team in HR-related matters including recruitment, remuneration and employee wellbeing.

## **RISK ASSESSMENT & DUE DILIGENCE**

We continue to monitor suppliers we believe present high modern slavery risks in our supply chain and continue to focus on the following areas which pose the most significant risks:

- The behaviour of our supply chain.
- Employing an individual who may be subject to modern slavery and/or human trafficking.
- Education and communication to the current workforce.

We will take the following steps to reduce risks in these areas:

## **FORWARD ACTIONS**

<b>Risk</b>	<b>Area</b>	<b>Action</b>
1.	Supply Chain	<ul style="list-style-type: none"> <li>• Continue working towards our aim to review the modern slavery compliance of all of our high risk suppliers.</li> <li>• Carry on completing 3 "spot check" visits to be undertaken per year by Divisional Procurement Manager on our high risk suppliers.</li> </ul>
2.	Employment Tracker	<ul style="list-style-type: none"> <li>• Develop a more consistent approach within our recruitment process and create on-boarding platform.</li> <li>• Continue to ensure 20% of all new employees will be reference checked</li> </ul>
3.	Education / Communication	<ul style="list-style-type: none"> <li>• Continue to roll out training to Senior Managers</li> <li>• Maintain a focus on employee awareness by creating suitable promotional literature</li> <li>• Publish a "report line" number for employees to call.</li> <li>• Continued promotion of our whistleblowing process to ensure employees understand how they can raise any concerns they may have.</li> </ul>

## **REPORTING CONCERNS**

Anyone that may have a concern about modern slavery or human trafficking within any of our Group companies is encouraged to report this to a manager in the first instance. Where the matter is not suitably resolved or it is felt to be more serious, this can be reported through the Whistleblowing Policy. Matters can also be discussed informally with the Head of Legal Services.

## **CONTINUOUS IMPROVEMENT**

In the forthcoming year, as well as the specific actions referred to above, we will continue to focus on understanding the risk of modern slavery and human trafficking taking place within our Group and supply chains and to develop and/or strengthen policies and procedures as appropriate.

At SSI Services, we believe that actions speak louder than words and we commit to the actions set out in this statement.

This statement constitutes SSI Services (UK) Limited's modern slavery and human trafficking statement for the financial year ending 31 March 2021 and was approved by the board on 18 August 2021.



**Simon Dray**  
Integrated Water Services - Director



**Neil Shailer**  
Integrated Water Services - Director

18 August 2021