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 http://www.south-staffordshire.com/downloads/DOC180419-18042019115319.pdf
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 http://www.integrated-water.co.uk/wp-content/uploads/2019/04/IWS-Moder-Slavery-Statement.pdf, and OnSite Central Limited, which can be found at https://onsite.co.uk/wp-content/uploads/2019/05/Modern_Slavery_Statement.pdf, 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 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.

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.

EDUCATION/COMMUNICATION

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.
RISK ASSESSMENT & DUE DILIGENCE

We have carried out an initial risk assessment of our business and have identified that the following areas 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

<table>
<thead>
<tr>
<th>Risk</th>
<th>Area</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Supply Chain</td>
<td>• Additional supplier reviews to be carried out on our high risk suppliers.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 3 “spot check” visits to be undertaken per year by Divisional Procurement Manager on our high risk suppliers.</td>
</tr>
<tr>
<td>2.</td>
<td>Employment Tracker</td>
<td>• All bank accounts not bearing the employee name to be audited and employee to confirm bank account.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 20% of all new employees will be reference checked</td>
</tr>
<tr>
<td>3.</td>
<td>Education / Communication</td>
<td>• All senior management teams will have a briefing on Modern Slavery and Human Trafficking.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• A toolbox talk will be written for employees and delivered.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Publish a “report line” number for employees to call.</td>
</tr>
</tbody>
</table>

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 2018 and was approved by the board on 23 and 25 April 2019.

Dave Taylor
Managing Director SSI Services (UK) Limited
29 April 2019