



Laurence McIntosh Ltd

**Anti Slavery Policy
2019**

This statement is made on behalf of Laurence McIntosh Ltd pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act'), and constitutes our anti-slavery and human trafficking statement for the financial year ending 31 December 2019.

Our business and structure

Laurence McIntosh of Edinburgh has provided an unsurpassed joinery and cabinet making service for 70 years. Throughout that time we have upheld the finest traditions of craftsmanship and exceptional service, catering for clients who appreciate exquisite quality and workmanship. Laurence McIntosh work in the UK. Working in Commercial, Residential, Retail and Healthcare Sectors.

Policies on Anti-Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Statement 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.

This legislation is a crucially important development in tackling slavery and human trafficking and we will not trade or partner with any business or organisation which is involved in this shocking practice however remotely or indirectly.

We consider that we have an obligation to demonstrate and promote fair and reasonable standards in the treatment of people who are operating within their sphere of influence. This applies to any situations whether regarding employment, the operation of our business or sourcing our suppliers or other organisations with whom we may work.

Our supply chains

Our supply chains include timber merchants, ironmongery suppliers, Sub Contractors in Electrical Mechanical, Plumbing and other trades, IT services, training providers and Marketing and PR Services. We have reviewed the risks that these supply chains can present.

We expect our suppliers and contractors to demonstrate a zero tolerance approach to exploitation. To this end we have inserted a clause into our contracts with any organisation in our

supply chain requiring that they comply with the provisions of the Act and granting us the right to terminate in the event of their failure to do so.

Measures being taken

As part of our initiative to identify and mitigate risks we ask our suppliers, contractors and consultants to complete our questionnaires.

We have in place systems to:

Identify and assess potential risk areas in our supply chains.

Mitigate the risk of slavery and human trafficking occurring in our supply chains.

Monitor potential risk areas in our supply chains.

Made staff aware of the Modern Slavery Act and informed them of what to do if they suspect there is a case of this

Protect whistle blowers.

As part of our procurement process, we will only engage with suppliers and contractors who confirm their compliance with the Act. We will continue to keep our staff informed and raise awareness of how to recognise and respond to indicators of human rights abuses. We have adapted and re-promoted our existing corporate policies to incorporate modern slavery and human trafficking issues, including our whistleblowing policy which allows employees to report any concerns confidentially.

We will continue to review our policies and procedures to ensure that anti-slavery is at the forefront of our operations.

Signed



For Company

David MacDonald
Director

Policy Issue Date :

June 2019

Review Date (Max 12 months) :

June 2020