

1st January 2023

Modern Slavery Policy

The Modern Slavery Act 2015 requires commercial organization's supplying goods or services with a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organization has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain. Although the annual turnover of Socamel UK may not approach the target figure, the company recognizes its duty to ensure no violation of current UK legislation.

Modern slavery is an international crime, affecting an estimated 29.8 million slaves around the world. It is a growing global issue that transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to illegally work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing.

POLICY

The company has a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation. We will also actively consider how we support or conduct business with organisation's involved in slavery, human trafficking, forced or child labour.

PROCEDURE

We have a number of procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains.

Employment:

Robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above.

Market-related pay and reward, which is reviewed annually and linked to professional services firms' benchmarks.

Transparency in our supply chains:

We recognise our firm is exposed to greater risk when dealing with its suppliers, particularly those who have operations/suppliers in other territories. However, Socamel UK have little dealings in this area and we have not investigated further at this stage.

If alerted to (made aware of) a supplier operating in breach of the Act, then we have a commitment to collaborate closely with suppliers to help them understand and work towards their own obligations under the Modern Slavery Act.

We practice 'Responsible Purchasing' and this reflects our commitment to and focus on suppliers' ethical supply chain(s).

We have a global Supplier Code of Conduct, which is used for all new major suppliers of goods or in re-tendering, clearly stating the firm's intention to step away (without penalty) if any occurrences of modern slavery are discovered.

Both the global Responsible Purchasing Policy and Supplier Code of Conduct will be reviewed annually, and updated as and when deemed appropriate by the Directors (Global), to ensure they are continually developed and remain fit for purpose.

Policy Number: S0C43

Contacts: Directors (Global) /Senior Management (UK) and RMA