



Beaver Management Services Limited

Modern Slavery and Human Trafficking Statement

Introduction

Slavery and human trafficking remains a hidden blight on our global society. It is a violation of fundamental human rights and is contrary to the Modern Slavery Act 2015 (the "Act"). We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We take a zero tolerance approach to non compliance with this policy. Staff and operatives are expected to report concerns (through our whistle blowing policy) and management are expected to act upon them.

Organisations Structure

The BMSL Group consists of 5 companies operating in the Construction and Rail Industries in the UK. BMSL Group has its head office in Middlesbrough UK and all branches are in the UK, but does from time to time operate in other parts of Europe. The group has an annual turnover in excess of £36m. This policy applies to all BMSL companies, their directors and employees, whether permanent or temporary and the BMSL supply chain.

Our Supply Chains

Our supply chains relates to the provision of financial services and training services for operatives, the supply of materials to site for the contracting aspects of the Group and products to our offices.

Our Policies on Slavery and Human Trafficking

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

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk -

- Ensure that all operatives used by the group have the right to work in the UK by following government guidance at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/536953/An_Employer_s_guide_to_right_to_work_checks_-_July_16.pdf



- Management attend Supply Chain School workshops on Modern Slavery and Human Trafficking to raise awareness and understand the issues
- Make clear to our staff our expectations of business behaviour;
- Audit our sites where sub-contractors work to ensure the same processes are being practised throughout our supply chain.
- We plan to introduce tool box talks on site to our direct operatives to raise awareness and recognise the signs of Modern Slavery in our everyday work environment.
- All direct operatives receive copies of our Employee's handbook which include our whistle blowing procedure and grievance procedure

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. We intend to review our agreements and dealings with suppliers to ensure compliance with anti slavery measures.

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.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we encourage members of staff to attend training workshops. All Directors and Regional Managers have attended workshops on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year ending May 2019

Signed

A handwritten signature in black ink, appearing to read 'T. Shipley', written over a light blue horizontal line.

Position Managing Director

Name

Tony Shipley

Date

May 2019