



## OnSite Central Limited Modern Slavery & Human Trafficking Statement

### **OUR BUSINESS**

OnSite Central Limited (“**OnSite**”) is part of SSI Services (UK) Limited, a division of South Staffordshire Plc.

OnSite is a long established company and respected throughout the water and waste water industries, with vast experience in surveying, managing and maintaining the industry’s assets. Through a single point of contact, OnSite can provide engineering-based services dealing with all aspects of the waste water cycle and clean water underground pipeline services.

### **Parent Company**

OnSite’s parent company is SSI Services (UK) Limited (“**SSI Services**”).

### **Associated companies**

SSI Services ultimate parent company is South Staffordshire Plc.

South Staffordshire Plc and SSI Services fully support OnSite’s Modern Slavery statements.

South Staffordshire Plc has published a voluntary statement which can be found at <http://www.south-staffordshire.com/downloads/DOC180419-18042019115319.pdf>

SSI Services’ statement can be found at <https://www.ssi-services.co.uk/wp-content/uploads/SSI-Modern-Slavery-Statement.pdf>.

### **STATEMENT**

This statement is made by OnSite in accordance with the Modern Slavery Act 2015 (“**Act**”).

OnSite does not tolerate any form of modern slavery or human trafficking and we are completely committed to preventing slavery and human trafficking within the company 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.

OnSite is required to comply with these policies.

## **SUPPLY CHAIN**

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

OnSite 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 the company adopts 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**

<b>Risk</b>	<b>Area</b>	<b>Action</b>
1.	Supply Chain	<ul style="list-style-type: none"><li>• Additional supplier reviews to be carried out on our high risk suppliers.</li><li>• 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>• All bank accounts not bearing the employee name to be audited and employee to confirm bank account.</li><li>• 20% of all new employees will be reference checked</li></ul>
3.	Education / Communication	<ul style="list-style-type: none"><li>• All senior management teams will have a briefing on Modern Slavery and Human Trafficking.</li><li>• A toolbox talk will be written for employees and delivered.</li><li>• Publish a “report line” number for employees to call.</li></ul>

### **REPORTING CONCERNS**

Anyone that may have a concern about modern slavery or human trafficking within our company 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 business and supply chains and to develop and/or strengthen policies and procedures as appropriate.

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

This statement constitutes OnSite Central Limited’s modern slavery and human trafficking statement for the financial year ending 31 March 2018 and was approved by the board on 23 April 2019.



**Dave Taylor**  
Director of OnSite Central Limited  
29 April 2019