



4th March 2024

Modern Slavery Act Transparency Statement for Sam's Gutters Limited.

Opening Statement from Senior Management

Sam's Gutters Limited is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers.

“ON AN ANNUAL BASIS, WE, SAM'S GUTTERS LIMITED, CONTACTS ALL OF OUR SUPPLIERS, SUB CONTRACTORS AND CONTRACTORS AND INFORM THEM OF OUR ANTI-SLAVERY AND TRAFFICKING POLICY. WE ASK THEM TO READ OUR UP TO DATE POLICIES AND CONFIRM IN WRITING THAT THEY AGREE TO ABIDE BY OUR STANDARDS AND ENSURE THAT THEIR OWN BEHAVIOUR IS IN LINE WITH OUR POLICY. WE ALLOW A TURNAROUND OF SEVEN DAYS FOR THIS PROCESS AND OUR WORKING RELATIONSHIP IOS SUSPENDED IF WE HAVE NOT HEARD BACK FROM THEM.

ALL EMPLOYEES ARE ALSO SUPPLIED WITH THE POLICY, IN ORDER THAT IF THEY BECOME AWARE OF ANY ACTIONS THAT MAY BE CONTRADICTORY TO OUR WORKING METHODS AS OUTLINED IN OUR POLICIES, THEY ARE AWARE OF THE REPORTING SYSTEM THAT WE HAVE IN PLACE AND THE IMPORTANCE IN WHICH WE HOLD SLAVERY AND TRAFFICKING.”

Structure and Supply Chains

Sam's Gutters Limited is a small business within the construction sector. Sam's Gutters Limited employs twelve people in the UK. The following weblink provides more information regarding the nature of our business www.samsgutters.net.

The nature of our business requires that we work in conjunction with a range of suppliers for materials, general supplies and services and we maintain a close working relationship with them in order to uphold the moral and ethical standards of Sam's Gutters Limited.

Policies Relating to Slavery and Human Trafficking

The following policies exist within our organisation which demonstrate our opposition to modern slavery:

Anti Slavery and Trafficking Policy 2024

Modern Day Slavery Policy 2024

Transparency Statement for Modern Slavery 2024

We ensure our suppliers are aware of our policies, and encourage them to adopt the same high standards.

Due Diligence Processes Relating to Slavery and Human Trafficking

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures:

Right to work checks

Minimum wage is met by ourselves and all of our business contacts

We report to everyone in our business and supply chains the policies and the values we uphold.

Our processes aim to:

Identify, monitor and manage areas of potential risk in our business and supply chains

Scrutinise any identified areas of risk within our business and supply chains

Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains

Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

Risk and Compliance

Our organisation regularly evaluates the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring. The following list of risk management activities and/or procedures demonstrates our commitment to compliance:

We do consider that we operate in high risk sectors or locations because modern forms of slavery are prevalent in those countries or sector.

Where we have identified a potential risk by monitoring the market and media reports of companies and manufacturers we prioritise any risks and take appropriate action to put remedial measures in place. We will remove ourselves away from such contractors, sub contractors, suppliers and manufacturers until we can be sure that the situation has been rectified. If such rectification has occurred we will carry out a thorough investigation to satisfy our Policies and procedures that a recurrence will not happen.

We ensure our suppliers are aware of our policies, and encourage them to adopt our high standards. We adopt a zero tolerance approach to slavery and human trafficking throughout the organisation which extends to our supply Upon discovery of a breach of our policies relating to slavery and human trafficking we will terminate any relationship with the relevant supplier with immediate effect.

Success and Effectiveness Of Our Processes

Below is a list of the performance indicators used by our organisation to measure how successful we have been in safeguarding against slavery and human trafficking in our business or supply chains:

Ensuring HR files are kept up to date with the correct right to work checks and pay.

We ensure that this is checked every 6 months.

Training

We ensure all employees are aware of the risks of modern slavery and human trafficking in our business and supply chains. Detailed below are examples of the training programmes we have in place to enable our employees to identify and report any potential breaches of the organisations anti-slavery and human trafficking policies.

All of our staff and business contacts are sent a copy of our Slavery Policies and asked to confirm that they have read it.

All our staff and self employed sub-contractors have 24/7 access to Bright HR which holds all of our policies. If there has been an update on a policy, the member has to read the document and confirm before they can access any other area of Bright HR.

Further Actions, Approval and Endorsement

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

We will complete all of the targets that we have set out and ensure that they are kept up to date at intervals of not more than 6 months.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Sam's Gutters Limited slavery and human trafficking statement for the financial year ending 2023.

Signature:

MR MARK CHANDLER ON BEHALF OF MR DANIEL FUMAGALLI

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Date:.....