

## Modern Slavery Statement

B38 Facilities Management Ltd are a Facilities Management company, and a member of B38 Group (Holdings) Ltd. Incorporated in 2011, the company and holding company operate within the United Kingdom and Ireland.

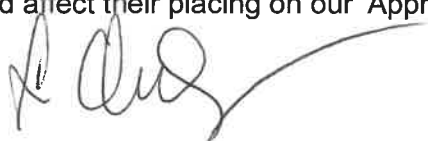
Whilst B38 Group (Holdings) Ltd is not legally obliged to produce a statement under the Modern Slavery Act 2015, we are keen to take pro-active steps to ensure our business is doing as much as it can to prevent slavery, forced labour, exploitation and human trafficking anywhere within our business and our supply chain. Safeguarding people from harm is something which we comply with in our day to day business so we feel that adding to this for the safeguarding of vulnerable people under the Modern Slavery Act 2015 is another step in the right direction. Which will ultimately drive up standards within the different sectors that we work in and help to maintain a sustainable financial economy.

We already have in place a Corporate, Social Responsibility Policy which goes some way to addressing the issue and creates a workplace and business which values trust and transparency with individuals being treated fairly and consistently. B38 Facilities Management Ltd and B38 Group (Holdings) Ltd also have a whistleblowing policy in place to ensure that anyone who has concerns or suspicions can raise them confidentially. We ensure every member of staff is trained on Health and Safety to comply with legislation and would actively encourage our staff to report any concerns they had to the Modern Slavery Helpline.

B38 Facilities Management Ltd and B38 Group (Holdings) Ltd minimum pay scales are well above National Minimum Wage and National Living Wage levels and monitored annually against any announcement in legislative changes. Our recruitment processes include carrying out checks on the right to work in the UK, in line with UK Visa and Immigration requirements.

Going forward, B38 Facilities Management Ltd and B38 Group (Holdings) Ltd are committed to employee training which will outline what modern slavery is, how to identify it and what individuals should do if they have any concerns or suspicions. We plan to roll this out as a business across our Intranet which is currently being developed and will be going live in early 2019. We will be doing this by putting 1 page 'Toolbox Talks' training guides together.

B38 Facilities Management Ltd and B38 Group (Holdings) Ltd have a commitment to working collaboratively with our supply chain to ensure they understand and commit to their own obligations under the Modern Slavery Act 2015. We have a robust system in place for approving our supply chain, which includes an application process by a dedicated email, taking into account Equality & Diversity policies they currently have in place. If under Section 54, Annex A the Supplier has a legal right to comply with the Modern Slavery Act 2015 we have a check list system in place to ensure we receive the expected Policies or Statements. If this wasn't provided we would investigate further and collaborate with them to develop this or it could affect their placing on our 'Approved Supplier' list.



John Quirk  
Managing Director