

D042 - Modern Slavery Statement

Harvey Shopfitters Limited is committed to ensuring that the appropriate measures are in place to combat slavery and human trafficking linked to the business and its' activities. The business is committed to acting ethically and with integrity through all of its business relationships, and has implemented and enforces effective systems and controls to ensure slavery and human trafficking does not exist anywhere within the supply chain. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Organisation's Structure and Business

Founded in 1981, Harvey Shopfitters is an independently owned company that provide commercial fit-out and refurbishment services to a broad range of sectors. The client base encompasses hotels, restaurants, pubs and bars, offices and banks, whilst retaining our strong representation in the retail food and clothing sectors.

The company's success originates from an abiding commitment to both quality of work and client satisfaction that motivates every aspect of the business' activities.

There is a tradition of forging successful, enduring relationships with clients, who trust the company's assured and reliable workmanship, as well as the consistently high standards of service and professional the company believes are essential to maintain.

The commitment to the highest standards have always served to differentiate Harvey's to its competitors.

Company Supply Chains

The Company's supply chains include: subcontractors, recruitment consultants, security services, manufacturers, service providers.

Due diligence Processes for Slavery and Human Trafficking

The initiative to identify and mitigate risk ensures that the appropriate due diligence procedures are taken when engaging suppliers. The processes include:

Reviewing employment policies, labour conditions, recruitment processes (including the use of agents and intermediaries to recruit staff), outsourcing arrangements and the use of low-paid or temporary staff.

Utilisation of SSIP and procurement schemes to further support existing company processes.

Where possible, building long-standing relationships with suppliers and making clear the company's expectations of business behaviour.

Where appropriate, providing training to relevant staff to raise awareness of modern slavery and human trafficking issues.

Supplier Adherence to Company Ethics

Harvey Shopfitters Limited does not allow harsh or inhumane treatment. The company has zero tolerance to slavery and human trafficking, any threat of physical or sexual violence, harassment or intimidation against employees, their families or close associates.

Suppliers and others are expected to meet these expectations and the company will not knowingly support or deal with any business involved in slavery or human trafficking.

Company Employees

Harvey Shopfitters Limited treat all employees fairly and equally.

All employees are paid at least the national minimum wage and payments are made directly to employees without delay.

Employees are not forced to work in excess of the number of hours permitted by law and our normal working hours and overtime do not exceed 48 hours per week unless agreed by the employee.

Employees are entitled to terminate their employment without penalty at any time giving reasonable / contractual notice.

Clear and transparent information will be given to employees regarding changes to wages such as deductions (authorised by law), rates of pay and hours worked.

All individuals are encouraged (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.

Signed:

A handwritten signature in black ink, appearing to read 'A Harvey', is written over a horizontal line.

Mr. Andrew Harvey (Managing Director)

Date: 24th August 2020