



This policy is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Build-Therm Services has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Build-Therm Services has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Build-Therm Services Ltd operates in the construction industry delivering External Wall Insulation (EWI) including render, cladding and SFS. Build-Therm Services provides quality installation services for all types of façade works.

Our aim is to be the preferred contractor choice for our clients, achieved by quality of service and expertise in the services we offer to our clients.

Our high-risk areas

The construction industry, because of its competitive nature there is a constant pressure to constantly undercut in price which can hit the less vulnerable, labourers.

Labour is particularly at high risk for the below reasons:

- There is a high demand for low-skilled, manual, low-waged work.
- It's hard, and where workers have a choice – mainly in the more developed part of the world – many prefer not to work in this sector, which leads to employing migrants that are at a higher risk of modern slavery.
- Growth of agency work and bogus self-employment

Build-Therm Services is mindful of the above stated risks and tries to minimise them by educating and communicating to labourers their rights and obligations and conducting frequent visits in their place of work to observe under what conditions are they working.

Our work policies and procedures will be reviewed and updated to include our policy statement on modern slavery and human trafficking and we will provide guidance on how any related concerns can be reported

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Authorised By: Agron Gjoka	Page 1 of 2	POL012–BTS–MODERN SLAVERY-POLICY
Amended by: Adele Hemming	Amendment Date: 15/10/2020	Version: 2
This document is valid until October 2021, to be reviewed as part of our annual review		



1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business and to acting ethically and with integrity in all of our business dealings and relationships. We expect the same high standards from all of our contractors, suppliers and other business partners. We will only use reputable recruitment agencies and will continue to ensure that all employee checks are undertaken to confirm eligibility to work. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. They pay their employees at least the national minimum wage.
4. We may terminate the contract at any time should any instances of modern slavery come to light.

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our 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.

Approval for this statement

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

Name: Agron Gjoka

Authorised By: Agron Gjoka	Page 2 of 2	POL012–BTS–MODERN SLAVERY-POLICY
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