**Modern Slavery and Human Trafficking Procedure**

Our approach to tackling modern slavery is influenced by our values as a family owned business. It forms part of our broader approach to continuously improve and is incorporated in the way we do things, as outlined in our Code of Conduct which confirms the way we expect people to work with us. We aim to raise standards and improve working conditions and create an engaged and fairly rewarded workforce.

**Our supply chains**

Supply chains for Connect It Utility Services Limited include plant, materials and equipment suppliers, fleet management companies, IT services, training providers and consultants based within the UK. We have reviewed the risks that these supply chains can present and whilst we consider our exposure to modern slavery to be limited, we expect our suppliers and contractors to demonstrate a zero-tolerance approach to exploitation. We continuously review our approach in response to emerging trends, external stakeholders or what we learn from internally. To this end, all new contracts and those renewing, now include a clause requiring that our suppliers, and their subcontractors, comply with the Act, and include the right to terminate in the instance of any breach of this obligation.

**Taking action**

As part of our procurement process, we will only engage with suppliers and contractors who confirm their compliance with the Act. We audit their documentation to ensure compliance pre-start and will review this annually. We will also conduct on site inspections to further inform our view.

However, modern slavery involves criminal activity and the signs can often be difficult to identify, so audits can only get us so far. CIUS will comply with the National Referral Mechanism (NRM)

(NRM) is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support. The NRM is also the mechanism through which the Modern Slavery Human Trafficking Unit (MSHTU) collect data about victims. The alleged victim should have the NRM referral clearly explained to them and sign the form to indicate their consent here. If they do not consent, the form cannot be accepted into the NRM and a duty to notify form (MS1) Notification of Potential Victim of Modern Slavery Form should be completed. You should also highlight that as they are an alleged victim of crime the form will be shared with TVP. This does not mean the individual is required to cooperate with TVP. Guidance can be found on the Home Office website.

**Our people**

We have promoted to everyone engaged with the company that Modern Slavery is a global problem that affects us all. We have promoted awareness of modern slavery and human trafficking so they are able to understand, identify and be able to report on these risks as we could unwittingly be part of the cycle. We have highlighted that everyone has a vital role to play in tackling the issue.