



Antac
support services

MODERN SLAVERY STATEMENT

September 2023



Definition of Slavery

Slavery is where ownership is exercised over a person; servitude involves the obligation to provide services imposed by coercion; forced, compulsory or child labour involves work or service exacted from any person under the menace of a penalty and for which the person has not offered himself voluntarily; human trafficking concerns arranging or facilitating the travel of another with a view to exploiting them.

Antac Support Services

Antac Support Services will comply with the Modern Slavery Act 2015 and have strict measures in place to ensure that no slavery is part of any of our business, that includes our operations, supply chains, goods and services.

Antac Support Services was set up in 2001 and offers services across the UK, the soft services division provides includes Window, High Level, Gutter and Office Cleaning Services. Our hard facilities management services provide Building Services, Mechanical & Electrical and Project Works, Void Housing Maintenance & responsive repairs. These divisions are sectioned geographically and overseen by five Executive Management Directors, who provide the leadership and direction for the company.

There are eight offices, plus site-based offices throughout the UK:

- High Wycombe – Head Office
- Faringdon – Commercial office
- Aylesford – Operations
- Leeds – Operations
- Bromsgrove – Operations
- Letchworth - Operations
- Larkhill – Void Housing
- Abingdon – Void Housing
- 10 site based offices

Antac employ approx. 425 permanent staff, our Recruitment Team have received training to carry out 'right to work checks', to spot any inconsistencies and potential risks, when onboarding new employees. All staff are issued with a written employment statement. Where there is a fixed term contract it is completed in a moral way with no exclusivity clause and with as much flexibility for the staff as for the organisation.

Antac will provide suitable training for all employees to ensure that they are aware of

this Modern Slavery Statement, how to recognise the signs of Modern Slavery and Forced Labour, and how to report any concerns they have. Modern Slavery awareness is included as part of the company Induction and our Employee Handbook. The Employee Handbook sets out our policies and key procedures and all employees are required to acknowledge that they have read it and agree to it when they begin working for Antac. As part of ongoing training, Antac share Toolbox Talks (TBT) on a monthly basis, 'Modern Slavery Awareness' is scheduled as one of the TBT topics. By following these procedures and increasing the awareness of Modern Slavery we look to reduce the Risk of Modern Slavery in our business.

Antac are working to identify any potential threats within our supply chain. All suppliers and subcontractors are required to complete a supplier questionnaire before a contract is set up. There are approximately 70 regular suppliers with a further 150 suppliers registered on our preferred supplier framework. Our Procurement Administrator is reviewing our supply chain documentation. Each year we reach out to some of our Key Suppliers, requesting extra details how they monitor their supply chain and copies of their Modern Slavery Statements.

Through initiatives, conferences and webinars produced by the Supply Chain Sustainability School, we regularly look to improve our supply chain processes. Our evaluation form covers to the following criteria:

- checking employer, product, public liability and professional indemnity insurance,
- checking compliance with ISO 9001 quality standard or management systems to monitor quality.
- review of the health and safety policy, systems and / or ISO 45001 certificate
- certification with ISO 14001 environmental standard or Environmental Policy
- SAFEcontractor award
- Business Ethics and Corporate Social Responsibility Policy
- Supply chain checks on their suppliers for Modern Slavery

Antac Support Services embraces socially responsible trading, we audit our suppliers to ensure their business meets our very high standards and we work with customers to ensure optimum environmental friendliness. This will also extend to their employment practices and procedures to ensure that no slavery or human trafficking exists in their business and Right To Work checks are completed.

Our Supplier Code of Conduct requires any recruitment agencies we use, we will ensure

that they have strict compliance to this Act and require confirmation from them that no agency worker is being exploited as part of any slavery or human trafficking.

We have a Recruitment and Selection Policy that ensures compliance with equal opportunities and states that recruitment agencies go through the same evaluation as other suppliers, although the majority of recruitment is managed inhouse, by our Talent Acquisition team, reducing our reliance on agencies.

If it is established that any employee or person connected with the business has committed any offence as follows:

- the person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or
- the person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

They will be subject to the Company's Disciplinary Process. If a supplier is found to have committed any of the above, then Antac will cease trading with them immediately and will report them to the Police authorities.

Antac have Business Ethics and Integrity and Code of Conduct policies for all employees to comply with. Antac's Executive Management Team and our employees are working to identify any potential threats which are not compliant with our values, ethics and government legislation.

Statement Updated 01/09/2023
Date of next review 01/09/2024

A handwritten signature in black ink, appearing to be 'AH'.

Anthony Hutchins, Commercial Director & H & S Advisor

Related Documents:

- Business Ethics Policy
- Whistle Blowing Policy
- Recruitment & Selection Policy
- Employee Handbook