

Modern Slavery Statement

Introduction

Although Robert Heath Group Limited and component companies are not deemed a relevant commercial organisation as defined by Section 54 of the Modern Slavery Act, this statement has been produced in accordance with the Modern Slavery Act 2015. We recognise our obligations in this area and therefore we produce the following document which sets out the actions that Robert Heath Group Ltd will take to understand potential modern slavery risks related to its business activities and supply chains. This statement relates to actions and activities during the current financial year and will be reviewed yearly.

Robert Heath Group Limited is committed to preventing modern slavery in its business activities and its supply chains. Below, we have detailed the actions that have been implemented, and will continue to be, with the aim of fulfilling this commitment.

Policy

We are committed to the prevention of modern slavery which includes servitude, forced labour, human trafficking and child slavery. Our Modern Slavery policy is delivered through a range of associated policies and procedures:

- Ethical Code of Conduct Policy + Daikin Europe Group Corporate Ethics
- Recruitment Policy
- Environmental Policy
- Corporate Responsibility Policy
- Work Safe & Whistleblowing Policy

Ultimate responsibility for ensuring prevention of modern slavery and for monitoring compliance to this modern slavery policy is held by Michael Heath, Managing Director and Henk van den Berg, Deputy Managing Director.

Understanding the risks of Modern Slavery

The key direct risks of Modern Slavery to Robert Heath Group are:

- No contracts of employment including zero hours contracts.
- Underpaying employees, self-employed contractors and subcontract companies and not paying as a minimum the living wage, and not paying an appropriate market rate for services engaged.
- Excessive working hours – the majority of our direct employees have signed Working Time Opt Out Agreements. It is noted that this can lead in some organisations to excessive working hours, defined as, in line with NHS policy as greater than 56 hours per week, or not providing suitable rest periods between shifts or as a minimum a day off per fortnight.
- Not been entitled to work in the country of employment.
- Poor physical working conditions, including safety conditions.
- Bullying, discrimination and harassment.

Due Diligence

As Robert Heath Group Ltd., we ensure that:

- Individuals have the right to work in the country of employment
- A minimum Living Wage is paid
- Pay reflects current market values for the sector and role
- Working hours restrictions are complied with, and excessive working hours discouraged
- Bullying, discrimination and harassment is not permitted or tolerated in any form
- Site conditions are safe and provide a working environment conducive to the protection of the environment, human health and quality workmanship

Regarding our supply chain, our company is a medium-sized company and thus our ability to influence the supply chain is limited. We will however implement due diligence in our supply chain in relation to modern slavery:

We issue supplier questionnaires to all our key suppliers to enable us to undertake compliance checks to our requirements and to legal requirements regarding modern slavery. Also, our contractual requirements require adherence to the Modern Slavery Act 2015.

We expect our customers to deliver the same ethical treatment of us as a supplier, particularly in regards to payment terms and conditions, rates of pay and timely payment of applications.

Staff Training

We will provide all management staff training in relation to modern slavery. Also, this policy will be made available to all the employees, supplier and customers - through the Internal Intranet but also available on our website.

Assessing Effectiveness

The delivery of this modern slavery policy shall be monitored and shall form part of annual management performance review.

Corrective Actions

Should an occurrence or potential occurrence of modern slavery be identified, either internally related to employment practice or working conditions, or externally within the supply chain then appropriate corrective action shall be taken in line with the company's Control of Non-Conformity Procedure. All non-conformity shall be recorded and the required actions implemented in a timely manner.

As the individuals ultimately responsible for company compliance, we endorse this policy.

Signed on behalf of Robert Heath Group Ltd:

Michael Heath, Managing Director



Michael Heath (Tue, 3rd Dec 2024)

Deputy Managing Director, Henk van den Berg



Henk van den Berg (Tue, 10th Dec 2024
17:18:01 GMT)