

Slavery and Human Trafficking Statement



Financial year ending 31st March 2021.

Introduction

The Modern Slavery Act 2015 ("act") was introduced to help eradicate slavery, forced labour and human trafficking in the operations and supply chains of companies. This statement is made pursuant to Section 54, Part 6 of the act and includes information about Certsure LLP, its own operations and supply chains, and how we are approaching the eradication of slavery and human trafficking in our business.

Responsibility

Certsure LLP embrace a zero-tolerance stance towards slavery and human trafficking and are proud of our Business Ethics and Anti-Bribery Policy which has been expanded to incorporate the requirements of the Modern Slavery Act. We are committed to preventing and mitigating exploitation, corruption and bribery. We take this responsibility seriously. We will not accept bribery, modern slavery, forced labour and human trafficking anywhere within our operations or supply chain.

The production of an annual statement is not the entirety of Certsure LLP's corporate responsibility. All employees have a duty to be vigilant to any behaviour which suggests a breach of the Modern Slavery Act.

This statement has been reviewed and agreed by the Strategic Leadership Team.

Certsure LLP Structure

Certsure LLP is a leading certification body within the electrical contracting and gas industries, and was born out of partnership between the charity, Electrical Safety Council (t/a Electrical Safety First) and the trade association, Electrical Contractors Association.

Certsure LLP Business Activities

Certsure LLP run the largest competent persons scheme in the building services industry, and a range of other approval schemes under our NICEIC and ELECSA brands. We have been assessing the electrical competence of electricians for over sixty years. We have 37,000 registrants across our schemes completing over a million domestic electrical installation jobs per year.



These activities are complimented by bespoke training courses delivered at a variety of venues across the U.K. In addition, our online shop, 'Direct', supplies a range of essential products for tradespeople including certificates, publications, workwear, test equipment and tools.

Our Technical Helpline offers free advice to both consumers and electrical contractors.

Our Marketing Team run events throughout the year at different venues across the U.K. During these events, we welcome many contractors as the events are designed to keep operatives in the electrical industry up to date with the latest cutting-edge knowledge.

Certsure LLP Operations

We directly employ more than 330 employees. We are confident that our own operations are free of modern slavery, forced labour and human trafficking. Colleagues across the Certsure LLP work under comparable terms and conditions that are in accordance with U.K. employment law.

We have a range of employment policies in place which ensure that our employees are fairly treated, supported, remunerated and understand the behaviour expected by the organisation. These policies include, but are not limited to, equality and diversity, pay and reward, annual leave, health safety and wellbeing including Mental Health First Aiders, prevention of harassment and bullying, anti-bribery and corruption, and whistleblowing. All these policies are available on request.

Certsure LLP Supply Chains and Risk Areas

We have a team of procurement specialists managing procurement processes. The suppliers we use to deliver our activities, and our own operations, are primarily U.K. and EU-based.

We also create, negotiate and have access to a series of agreements put in place with a variety of suppliers.

We contract with a range of suppliers, from large international IT companies to local cleaning and catering companies. It is believed that companies providing manual or lower skilled workers to provide services are more likely to be at greater risk of exploitation. For example, this could include the cleaning companies engaged to work at Certsure LLP's offices in the UK, or the workers producing technology components or NICEIC or ELECSA branded goods overseas. Raising awareness amongst our employees is key to ensuring that these risk areas are recognised, and that employees know what to do if they become aware of any concerns associated with exploitation.



Due Diligence

As part of our approach to maintaining a supply chain that is free of modern slavery, forced labour and human trafficking, we require all commercial organisations bidding for Certsure LLP contracts to provide a copy or link to their anti-slavery statement. Where such a statement does not exist (for example, where the bidder does not meet the act's criteria for a statement to be produced), we require a statement from the bidder confirming that it is committed to and acts according to the moral principles of the act. We reserve our rights to terminate contracts with suppliers in the event that there is evidence of non-compliance with the act.

Training and Awareness

An overview of the act is available to all Certsure LLP employees. Employees are briefed during induction training, and the employee handbook and policy documents are available on the company's intranet. Employees are expected to familiarise themselves with the key requirements of the act and their responsibility as individuals to report behaviour, to designated Certsure LLP employees, which they believe suggests a breach of the act.

The company's Whistleblowing Policy includes appropriate guidance for employees regarding reporting any suspicion of inappropriate or illegal behaviours. The processes within the policy are reviewed to ensure that they are appropriate for behaviours reported in the context of the act.

Actions in the Last Reporting Year

In the last reporting year, we have:

- Raised awareness of the act within Certsure LLP during employee inductions, employee handbook and policy documents. This is an ongoing activity to ensure that colleagues are well informed.
- Embedded the requirements of the act into all procurement processes and policies.
- Reviewed and amended our contract terms to respond to the provisions of the act, including reserving our rights to terminate contracts with suppliers in the event that there is evidence of non-compliance with the act.
- Introduced a requirement for all suppliers to provide a link to their slavery and human trafficking statements.



Future Plans

Certsure LLP has met the criteria stipulated in the act to issue an annual statement. We will continue to monitor this status to ensure compliance in future years.

This statement is available on our public website. It will, in addition, be provided on request to all those organisations in receipt of Certsure LLP services. This statement will also be referenced in the Certsure LLP trustees' report and financial statements for 2019-20 and 2020 - 21

This statement was signed on behalf of Certsure LLP by the Managing Director.

Name:	Kevan Parker
Signature:	
Job Title:	Managing Director
Date:	April 2020

