

Modern-Day Slavery Act

Metropolitan Electrical Services Limited are thoroughly committed to ensuring that Modern Day Slavery is not associated with any of our activities, including activities within our supply chain. We will make reasonable enquires to all those in our immediate service supply chain, to ensure their activities are not included in Modern Slavery. Modern Day Slavery includes slavery, human trafficking, forced labor and servitude. Metropolitan has zero tolerance to any form of modern slavery. We are always committed to acting with integrity and working ethically in all business dealings to putting effective controls and systems in place to safeguard against any form of modern-day slavery taking place within the business or supply chain.

At Metropolitan we are aware of our responsibilities towards employees and associates to the company and we also expect our suppliers to comply with the same ethical principles as we do. Our internal policies reflect our promise to acting ethically and with integrity in all our business relationships. A rising number of suppliers are now implementing the Labor Standards Assurance System (LSAS) which applies for tenders within the high-risk sectors and product categories, this system has indeed been referenced in the Modern Slavery Act 2015.

How we conduct business in an ethical and transparent manner:

1. **Anti-bribery policy** – we operate an Anti-bribery Policy so that all employees at Metropolitan know they can raise concerns about how colleagues or customers receiving our services are being treated, or they can raise concerns about practices within our business.
2. **Equal opportunities** – Metropolitan have a wide range of authority to protect our staff from poor treatment and or exploitation in which all comply with respective laws and regulations. This includes training, fair pay rates, development activities, fair terms and conditions of employment.
3. **Code of conduct** – this is an overall expectation of how we expect our employees and suppliers to act.
4. **Recruitment** – we have a robust recruitment procedure in place which includes conducting the eligibility to work within the UK. We provide training to those staff members who are involved in managing recruitment and our supply chains. All employees have a contract of employment that sets out the rights and obligations arising from their employment, including the notice period needed for them to terminate the contract and leave the Company's employment. Employees are free to serve notice at any time.
5. **Training**- All staff are expected to comply with all laws and act in accordance with local guidelines and regulations. We ensure our colleagues have access to any additional information and support they may require about human trafficking, forced labor, servitude and slavery. A training module on modern slavery and human trafficking is also available to all employees. Metropolitan ensures that all new joiners to the company are briefed on the Modern Slavery Act 2015 as part of their induction.

This policy will be reviewed and developed periodically to ensure it remains effective and any necessary amendments will be communicated to all employees

Robert Warner (Signed)

Managing Director

Date Reviewed: 19th March 2020

Next Review Date: 19th March 2021