

## **MODERN SLAVERY STATEMENT**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Millward Integrated Engineering Consultants have taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Millward Integrated Engineering Consultants has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business of our supply chain.

### **Our Business**

Established in 1993 as a visionary business, Millward has led the way in confident and contemporary integrated engineering consulting from the very beginning.

In the heart of Nottingham, the centre of the UK, our offices are perfectly situated to handle jobs of every size and scale across the country. Our 21 strong team cover a variety of areas in engineering consultancy, solving even the most complex of challenges for a multi-million energy firm, residential developments and property extensions, while always remaining environmentally sound.

Millward Integrated Engineering Consultants operates are trained in numerous fields which include:-

- Environmental and Geotechnical
- Highways and Infrastructure
- Alterations and Extensions
- Structural Inspections
- Flood Risk and Damage
- Civil and Structural Engineering

### **Our Suppliers**

Millward Integrated Engineering Consultants operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:-

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage/national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light



**Training**

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

**Our Performance Indicators**


We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

(insert here any relevant performance indicators, for example

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified

**Approval for this statement**

This statement was approved by the Managing Director, Nicola Millward

Signed  .....  
Nicola Millward

Date: 27<sup>th</sup> January 2020

**Scope of the policy**

This policy will be reviewed on an annual basis and is applicable to all Company activities. All resultant changes will be brought to the attention of all employees.