

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.

The Millward Partnership is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers.

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:-

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- They pay their employees at least the national minimum wage/national living wage (as appropriate)
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
- 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

POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

The following policies exist within our organisation which demonstrate our opposition to modern slavery:

[list all policies which demonstrate opposition to modern slavery, such as an Ethical Trading policy or a specific modern slavery or human trafficking policy]

We ensure our suppliers are aware of our policies, and encourage them to adopt the same high standards.

[if appropriate provide links to relevant policies]

DUE DILIGENCE PROCESSES RELATING TO SLAVERY AND HUMAN TRAFFICKING

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures:

[list the due diligence procedures your organisation applies and any other appropriate measures you adopt – this is likely to be included in your organisations wider social responsibilities to human rights and ethical trade. this may include use of independent auditors who monitor your supply chains on your behalf].

Our processes aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chains
- Scrutinise any identified areas of risk within our business and supply chains
- Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

RISK AND COMPLIANCE

Our organisation regularly evaluates the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring. The following list of risk management activities and/or procedures demonstrates our commitment to compliance:

[list details of risk management activities and/or procedures]

We [do OR do not – delete as appropriate] consider that we operate in high risk sectors or locations because [modern forms of slavery are prevalent in those countries OR modern forms of slavery are not prevalent in the countries – delete as appropriate].

Where we have identified a potential risk [give details of how risks might be identified] we prioritise any risks and take appropriate action to put remedial measures in place. [give details about what remedial measures are applied, this may include improved internal purchasing practices or industry collaboration].

We ensure our suppliers are aware of our policies, and encourage them to adopt our high standards. We adopt a zero tolerance approach to slavery and human trafficking throughout the organisation which extends to our supply chains. [if appropriate you might make a statement along the following lines – upon discovery of a breach of our policies relating to slavery and human trafficking we will terminate any relationship with the relevant supplier with immediate effect].

SUCCESS AND EFFECTIVENESS OF OUR PROCESSES

Below is a list of the performance indicators used by our organisation to measure how successful we have been in safeguarding against slavery and human trafficking in our business or supply chains:

[list the performance indicators].

Note – your organisation may choose to appoint an independent body to carry out an annual audit of your business (and supply chains) to monitor how successful you have been in keeping slavery and human trafficking at bay. If appropriate include the following paragraph:

[We have appointed [name of independent organisation], to conduct an independent review of our businesses and supply chains. As part of that review performance indicators were used to assess how successful we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains and recommendations were made regarding how to prevent slavery and human trafficking.]

TRAINING

We ensure all employees are aware of the risks of modern slavery and human trafficking in our business and supply chains. Detailed below are examples of the training programmes we have in place to enable our employees to identify and report any potential breaches of the organisations anti-slavery and human trafficking policies.

[insert list of any relevant training, this can include wider training programmes which incorporate a modern slavery module]

FURTHER ACTIONS, APPROVAL AND ENDORSEMENT

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking: [details of further steps, measures or actions which the organisation intends to take to combat slavery and human trafficking eg introduction of new policies or procedures].

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes [name of organisation]'s slavery and human trafficking statement for the financial year ending [date].

Approval for this statement

This statement was approved by the Managing Director, Nicola Millward

Signed
Nicola Millward

Date: 21st December 2022