



## **Metcalf Commercial Decorators Modern Slavery Statement 2018**

### **Introduction**

Metcalf Commercial Decorators Ltd makes this statement in accordance with the Modern Slavery Act 2015. It outlines what we are doing to prevent modern slavery and human trafficking from occurring within the business.

### **About Metcalf's**

Metcalf Commercial Decorators Ltd is a family run business that undertakes a wide range of projects across the construction industry. Our office is based in Northampton and we employ a large, skilled and experienced workforce who helps deliver a high quality product to our clients.

In addition to our own workforce we also have an extensive list of sub-contractors who, at any point, could be working on any of our sites across the UK.

### **Due Diligence and Risk Assessment**

We have undertaken our own risk assessments and conclude our position to be at low to medium risk. The procedures and policies in place at Metcalf's can ensure modern slavery does not exist within our direct employment we recognise the need to be vigilant in who we appoint as sub-contractors and where we procure materials / services from.

### **Our policies and procedures**

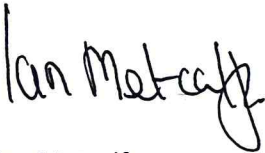
We have implemented procedures and policies to help us manage the potential modern slavery and human trafficking issues, which include but are not limited to pre-employment checks, ensuring employees receive fair remuneration and equality in the workplace.

We will only work with sub-contractors who are CIS registered to reduce the risk of modern slavery and we commit to procure our materials/services through a supply chain who take their responsibility to prevent modern slavery seriously.

## 2018 targets

- Maintain our existing policies and improve on them where possible
- – To highlight the importance of this issue with all employees via communications
- Provide training to employees in how to identify potential issues

This statement has been approved by the directors of Metcalf Commercial Decorators Ltd and signed by  
Managing Director, Ian Metcalf

A handwritten signature in black ink that reads "Ian Metcalf". The signature is written in a cursive style with a large initial 'I' and a long, sweeping underline.

Ian Metcalf  
Managing Director

Date: 14<sup>th</sup> May 2018