



Modern slavery and human trafficking statement

We are a growing company based in Dorset, England

We recognize the detrimental effect modern slavery has on global society and we are committed to acting ethically and with integrity within our business and with others to combat this. We take care to ensure slavery and human trafficking is not taking place in our business or supply chains through implementing and enforcing effective systems and controls.

This statement sets out how we deliver our commitment to comply with the Modern Slavery Act 2015 ("the Act"). It reflects on the work carried out in the financial year 2021/22.

Following the Coronavirus pandemic, unlike most organizations we adopted a hybrid model system of safe distance while working in customers homes as most commercial sites where closed, those that where open we also adopted a safe distance policy.

Organisation's structure

This statement is made under section 54(1) of the Modern Slavery Act and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2023. This statement will be reviewed and updated annually and applies to the Company and its relevant subsidiaries.

This Statement has been approved by the The Brit M Company Ltd on 12 May 2022.

Our purpose

Our core purpose remains the same as it did when we were established in 2019, which was to provide a service for both residential and commercial customers all under one name and contact point.

Our approach to combatting modern slavery and human trafficking is in keeping with our social business purpose, our desire to demonstrate ethical business practices that are aligned with our ethos, and to meet our legal and regulatory duties..

Due diligence processes for slavery and human trafficking

Policies

We have a robust framework of policies, procedures and contractual arrangements in place which contributes towards the prevention of slavery or human trafficking within our company and our supply chains.

These include, but are not limited to, areas such as risk management, safeguarding, health and safety, recruitment, whistleblowing, procurement, terms and conditions of employment, and codes of conduct for staff, suppliers and contractors, as well as due diligence and checks when recruiting staff or engaging suppliers or contractors.

Staff and Workforce

Even though we are a small company we are committed to treating those who work for us fairly.

We regularly review our terms of employment to ensure that they comply with all relevant legislation.

We have a well-embedded processes for checking eligibility to work and maintain robust records.

We only use specified, reputable employment agencies to source labour and always verify the practices of any new agency we use before accepting workers from that agency. This is reflected in our Recruitment & Selection Policy.

We expect all employees to adhere to the Group's Staff Code of Conduct. We ensure that we have systems in place with an overarching policy statement as well as a whistleblowing policy to encourage the reporting of concerns and the protection of whistle blowers.

Procurement and Supply Chain

Our supply chains include the sourcing of products and services related to the development and management of housing.

Our procurement activities take place in England and our contractors and suppliers are predominantly UK-based. We follow The Public Contracts Regulations 2015, which govern good practice in procurement.

We adhere to our own Procurement Policy and Procedure, which ensures we engage with reputable contractors who comply with all relevant legislation, regulations and practices. The Procedure considers the Modern Slavery Act to be an important piece of legislation that governs registered providers.

Significant contracts require suppliers to sign our Modern Slavery Code of Conduct in order to be considered during a tender process; we do not trade with suppliers who do not sign our code of conduct. In addition, our standard contract terms include the requirement for all suppliers to comply with the Act. These arrangements help us ensure maintenance of our standards.

All our policies are strictly reviewed to a formal timetable to ensure that they reflect best practice and to mitigate against risks.

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