

MODERN DAY SLAVERY ACT 2015 POLICY STATEMENT

Welding Solution Team Limited recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

Statement of Commitment

- Welding Solution Team is committed to ensuring that there is no modern slavery or human trafficking in any part of its business. This statement applies to all persons who act on our behalf in any capacity, including employees at all levels: directors, consultants, contractors, agency workers, and our supply chain.
- Welding Solution Team acknowledges its responsibility under the Modern Slavery Act 2015 ("the Act") and will ensure transparency is achieved within the organisation, so the objectives of the Act are achieved on a consistent basis.

The below sets out practices that are already in place and any committed actions set for 2023/24, in response to the regulatory requirement of the Modern Slavery Act.

Our Organisation

- Is a organisation which operates across a range of services and, as such, we strive to set the highest possible standards. We uphold our set of values and steer all of our activities towards excellence.
- The Company operates predominantly in the UK, with most of our work taking place in and around London

Our primary area of risk is within the supply chain structure relating to the sourcing of labour and materials. Our Company's supply chain is predominantly UK and EU based

Our Policies in relation to Slavery and Human Trafficking

- Welding Solution Team is committed to acquiring goods and services for its use without causing harm to others.
- Welding Solution Team will make reasonable endeavours to ensure all employees and agents within our supply chains are not subject to any form of forced, compulsory/bonded labour or human trafficking and that they are paid in line with the national minimum wage.

Our High-Risk Areas

We acknowledge that risks arising from modern slavery and human trafficking can apply anywhere within our operations and supply chain whether through the supply of materials, direct employment or sub-contracted employees. We feel there is an element of risk in recruitment when using agencies and have, therefore, set up a preferred supplier list. Nobody within the business can engage with any agencies, other than those, that have been approved to our Preferred Supplier list. All companies must complete a very strict vetting process before they can work on our construction sites. They are required to sign up to our code of conduct whereby they agree to paying their operatives/management staff at least the national minimum wage / national living wage and ensures they continue to have freedom of employment.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of Audits by Directors, Managers, Safety Managers and Safety Advisors;
- Use of labour monitoring and payroll systems;
- Level of communication and personal contact

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement and is approved by the Board of Directors.

This policy statement applies to all employees and other personnel engaged in Welding Solution Team operations:

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Signed: 

Date: 02.02.2025

Alexandru Dursina

Managing Director

On behalf of Welding Solution Team Ltd.