

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Fiducia Interiors Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2017 .

B) ORGANISATIONAL STRUCTURE

There is 1 centralised office, from which all employees work from except for when they are site based. A Board of Directors controls the organisation.

The main office is based in London but sites are worked on all around the United Kingdom.

The main activity carried out by the organisation is the internal fit out of existing buildings e.g shops, homes, schools, which includes design and build projects. Demand for our services is consistently high throughout the year and is therefore not seasonal.

The labour supplied to *Fiducia Interiors Ltd* in pursuance of its operation is carried out in *the United Kingdom, in any regions where we have an operational site.*

C) DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

Fiducia Interiors Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Fiducia Interiors Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Fiducia Interiors Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Fiducia Interiors Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in *the United Kingdom.*

E) SUPPLY CHAINS

In order to fulfil its activities, Fiducia Interiors Ltd main supply chains include those related to building trades and materials *from various suppliers in the United Kingdom. We understand that Fiducia Interiors Ltd first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.*

We have no agreements with a trade union in relation to bargaining terms and conditions.

F) POTENTIAL EXPOSURE

Fiducia Interiors Ltd considers its main exposure to the risk of slavery and human trafficking to exist in the provision of labour from sub-contractors as they may not be adhering to the United Kingdoms human rights laws.

In general, Fiducia Interiors Ltd considers its exposure to slavery/human trafficking to be *relatively limited*. *Nonetheless*, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

Fiducia Interiors Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Fiducia Interiors Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Fiducia Interiors Ltd has taken the following steps to ensure that modern slavery is not taking place:

- *reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;*
- *measures in place to identify and assess the potential risks in its supply chains;*
- *undertaking impact assessments of its services upon potential instances of slavery;*
- *creating action plans to address risk to modern slavery;*
- *any actions taken to embed a zero tolerance policy towards modern slavery;*

H) KEY PERFORMANCE INDICATORS

Fiducia Interiors Ltd has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Fiducia Interiors Ltd or its supply chains.

- *Post project evaluation and KPI assessment carried out by line management to ensure this category has complied.*

I) SLAVERY COMPLIANCE OFFICER

Fiducia Interiors Ltd has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Fiducia Interiors Ltd obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed.....

Managing Director

Date.....15.11.17.....
