

G & I Diamond Drilling Limited

Modern Slavery and Human Trafficking Statement

August 2016

The Modern Slavery Act 2015 requires any commercial organisation carrying on business in the UK with a total annual global turnover of £36m or more to produce a slavery and human trafficking statement for each financial year of the organisation. The statement must be published on the organisation's website and a link to the statement must be in a prominent place on the home page.

Modern Slavery is a term which encompasses slavery, servitude and forced or compulsory labour. Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited.

This statement sets out the steps that G & I Diamond Limited has taken during the financial year 1 November 2016 – 31 October 2017 to ensure that modern slavery and human trafficking is not occurring in our organisation or in our supply chains.

Organisational Structure and Activities

The business is structured as a private limited company comprising three Directors and a Company Secretary.

As a small business, the operating model is that all three Directors are equal in status, one has ultimate responsibility for health & safety; all are responsible for operational activity and procurement of contracts. The Company Secretary looks after all financial, people management, training and office administration.

In addition to the above, there is an Office Administrator; Workshop Fitter and eleven site-based employees.

The business operates in all sectors – rail, road, utilities, public and private sector organisations. None of the work is seasonal and there is no formal relationship with trade unions and other bodies representing workers.

Supply Chain Structure and Activities

The business is one of the suppliers in supply chains for the above sectors.

Due diligence

All of the business's employees are directly employed and the recruitment process is rigorous and is reviewed on a regular basis in line with current UK and EU employment legislation.

The Employee Handbook which is available to all employees includes policies on Grievance; Discipline; Bullying & Harassment; Dignity at Work, Equal Opportunities and Whistleblowing.

In addition to the foregoing, the Company complies with all of the policies and guidelines laid down by the main organisation when they are working as part of its supply chain.

Risk Assessment Conclusions

As a supply chain contractor, the Company considers the risk of modern slavery within the sectors in which it operates to be low.

Policies


The policies listed above under Due Diligence assist the Company to assess, prevent and mitigate the risk of modern slavery.

Training

The Directors and Company Secretary are responsible for all recruitment within the Company and are fully aware of the modern slavery risks.

Approval

This statement has been approved by the company's Board of Directors.

Signature: 

Name: Heather E Farquhar

Position: Company Secretary