



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern Slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out City Building (Glasgow) LLP's actions to understand all potential modern slavery risks related to business and to ensure steps are maintained to prevent slavery and human trafficking.

Our Values

The circumstances of the recent pandemic have highlighted the importance of our organisational values and how our values were translated by our Leaders and workforce in continuing to deliver, as a priority, for our customers and other stakeholders.

Our values which drive our purpose of building a better society by using our commercial success to deliver socially inclusive practices, responsible business and fair working practices all contributing to positive economic growth.

City Building (Glasgow) LLP is committed to "Building a Sustainable Future" for our clients, partners and employees. Through constant engagement with our customers, we ensure we have a detailed interpretation of their aspirations and needs.

Our mission is to contribute excellence in construction, repairs, maintenance, manufacturing and training to customers, our employees, suppliers, and the local communities in which we work. To always give back to the communities is central to our core values.

Our unique social ethos will continue to underpin everything we do and will drive the creation of training and employment opportunities for a diverse range of people, including minority and other under-represented groups across Glasgow and beyond. We continue to be the country's leading employer of female and BME construction apprentices and this is something we are very proud of.

We will continue to contribute to build a better society by using socially inclusive practices, and delivering effective, accountable products and services which offer value for money and enhance the quality of life, safety, and wellbeing of our stakeholders.

Our values, which are embraced by all employees, are:

Excellence: to deliver quality in everything we do.

Honesty:	to promote, at all times, honesty in our communication with all stakeholders, promoting partnerships and sustainability.
Ambition:	to do more for our clients and partners and provide more opportunities for our employees and stakeholders as part of our change and growth strategies, succession planning and sustainability.
Trust:	to be trusted by our employees, clients and partners.
Community:	to build more sustainable communities through social, economic and community engagement.

Our Business

City Building (Glasgow) LLP is a highly successful and evolving business which has a proven track record of strategic delivery within the commercial marketplace. The principal activities of City Building (Glasgow) LLP are repairs and maintenance operations, construction, and manufacturing.

City Building (Glasgow) LLP was recently awarded a Queen's Award for Enterprise: Promoting Opportunity whilst continuing to proudly celebrate the Queen's Award for Enterprise: Sustainable Development as both constitute the greatest honour to be bestowed on a business and our workforce can be rightly proud of their unique achievements. We also continue to be proud of achieving the Defence Employer Recognition (DRS) scheme Gold award which is another accolade recognising our responsible business practices.

Our business is successful because of the individuals within our workforce who deliver our services. We manage our talents and continue to invest in our people whether it is our current workforce development, trainees, or apprentices. Our Leadership programme continues to grow our senior leadership team. We continue to rely on the innovation, hard work and commitment of our workforce particularly during what has been a really challenging year and we thank them for their continued dedication.

A key element of our forward strategic planning is to continue to develop our culture to underpin the delivery of outstanding performance and continuous improvement in our customers' experience. Our focus is on excellence, value for money and right first-time services. We continue with a rolling programme of monitoring for our Customer Service Excellence accreditation, achieving 11 compliance plus elements.

Our responsibility of supporting economic growth aspirations, combining our commercial success with socially and environmentally responsible practices, giving life changing opportunities to those far removed from the labour market provided us with the opportunity of achieving the Queen's Award for Enterprise: Promoting Opportunity.

We employ approximately 1800 people and support an estimated additional 2,000 people through our supply chain. The LLP is currently training 240 apprentices across all construction trades making us the largest employer of apprentices in Scotland.

Our award winning Training College is the most successful apprentice training College in Scotland. The scale and flexibility of our multi-disciplinary workforce and broad experience allows us to deliver complex projects of all scope and size across a wide variety of built forms.

Our Supply Chains and Supplier adherence to our values

The relationship with many of our suppliers has been established over a number of years and is built upon mutually beneficial factors. Our supply chain includes providers of goods and services to the construction industry for repairs and maintenance, construction design and manufacturing. We have zero tolerance to slavery and human trafficking and expect all those in our supply chain and contractors comply with our values.

As and when we have new contractors, or suppliers, we pre-qualify them through a series of diligence, relating to company performance, health and safety compliance and references from other customers to establish that they are suitable. We have mandatory qualifying questions and includes a commitment to supporting our ethos on zero tolerance of modern slavery. Our commitment is also reflected in our commercial agreements where we bind our suppliers and contractors to adhere to the terms of the Modern Slavery Act.

To date, we have not been made aware of any human trafficking/slavery activities within our business or the supply chain but if any were highlighted to us then we would act immediately in accordance with our legal and moral obligations.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery and Human Trafficking Policy and our related policies for Whistleblowing and Code of Conduct, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

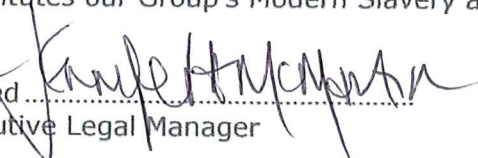
As part of our initiative to identify and mitigate risk we have in place systems to:-

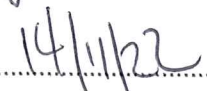
- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains as part of our public procurement obligations.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide briefings and awareness to relevant members of staff, which is sponsored by our Executive Management Team members, who have also been fully trained on the subject. This statement is also published on our website and our employee intranet.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Modern Slavery and Human Trafficking Statement.

Signed 
Executive Legal Manager

Date  14/1/22