



City Building (Glasgow) LLP Modern Slavery Statement

This statement refers to City Building (Glasgow) LLP practices in relation to Section 54 of the Modern Slavery Act 2015. It will be updated annually and approved by the members.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our business activities. We are committed to ensuring that there is transparency in our operations and supply chains, consistent with our disclosure obligations under the Modern Slavery Act.

Mission

Our Mission Statement is to contribute excellence in construction, repairs, maintenance, manufacturing and training to customers, our employees, partners, suppliers and the local communities in which we work. 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 will continue to contribute to the regeneration of Glasgow by using socially inclusive practices and delivering effective, accountable services, which offer value for money and enhance the quality of life, safety and well-being of stakeholders.

Status

City Building (Glasgow) LLP (CBG) is a joint venture between Glasgow City Council and Wheatley Housing Group Limited. It is a limited liability partnership registered in Scotland with company number SC3000990 and having its registered office at 350 Darnick Street, Glasgow G21 4BA. It operates and carries out activities under the name City Building and City Building Glasgow.

Royal Strathclyde Blindcraft Industries (RSBi) is a supported manufacturing division of CBG having its place of business at 12 Atlas Place, Glasgow G21 4PN.

City Building Training College operates and carries on its activities under the name of CBG, having its place of business at 12 Atlas Place, Glasgow G21 4PN.

Governance

CBG is governed by its members Glasgow City Council and Wheatley Housing Group Limited. The Board meets four times per year with members represented and senior management present. Decisions are taken to set overall strategy for the business and to supervise and monitor the affairs of the business including the Health & Safety Committee and Audit Committee. Day to day operations of City Building is delegated to the Executive / Managing Director and the Executive Leadership Team.

Staff and Trade Unions

For all staff we employ, for permanent or short-term posts, we require proof of eligibility to work in the UK. This is verified during the recruitment process before any offer of employment is made.

We work in partnership with three recognised Trade Unions:

- Unite
- Unison
- Community

CBG is committed to achieving equality and diversification in the workforce and better reflecting the community it serves.

RSBi is a supported facility that provides employment to a diverse range of people including those with disabilities.

Supporting Policies:

The following policies and strategies are supportive of our zero-tolerance approach to modern slavery in our business activities.

- Recruitment and Selection Policy and Procedure
- Equal Opportunities Policy
- Code of Conduct
- Dignity at work
- Whistleblowing Policy
- Procurement Strategy

Our Contractors and Supply Chain

CBG procures a wide range of goods, services and works from suppliers and contractors. It recognises that procuring goods, services and works from suppliers and contractors presents risks of slavery and human trafficking. CBG is committed to the promotion of integrity in procurement with all its procurement processes. CBG has a robust approach to preventing human trafficking and exploitation in its business operations and supply chain.

CBG deploys due diligence processes on suppliers and contractors to identify and mitigate risk.

CBG procurement processes and business relationships ensure that supply chain providers and contractors comply with our values and ensures slavery and human trafficking is minimised.

CBG promote a positive approach to ethical procurement using many national and sectorial framework agreements which require stringent due diligence processes to be implemented as part of tender evaluation. For example, the invitation to tender CBG

issues include a provision to ensure that bidders supply chains are free from human trafficking and exploitation. This minimises the risks and provides assurance that contractors and suppliers supply chain is compliant with the Modern Slavery Act and Human Trafficking and Exploitation Act 2015.

CBG is required to comply with public procurement legislation and a range of measures aimed at ensuring contractors and suppliers are compliant with environmental, social and employment laws when performing contracts. These measures are used alongside our procurement policy to help reduce the risk of human trafficking and exploitation in the performance of contracts.

CBG is committed to Fair Work practices and to the Scottish Government's policy for driving high quality work practices. CBG apply the Fair Work criteria to operations and procurement practices in the promotion of fair work practices across the labour market. As part of the bid process a contractor or supplier bidding to win a contract with CBG will have to commit to paying at least the real living wage to those involved in performance of the contract.

Our commitment to zero tolerance is also reflected in our commercial agreements with suppliers and contractors who are required to adhere to the terms of the Modern Slavery Act.

Risk Assessment

The risk of Modern Slavery in CBG direct and local activities is considered low. CBG does, however, recognise the potential risks linked to operations, supply chain of goods, works and services procured from across the world.

CBG identify and assess potential risk areas when taking on new suppliers and contractors and regularly review existing supply chain as part of their procurement obligations. They address concerns in mandatory qualifying questions within the tender documentation and request sight of relevant organisational policies from suppliers and contractors.

Staff Training

CBG understands Modern Slavery and keep up to date with relevant legislation, Guidance and best practice. Awareness raising through internal communications and briefings take place throughout the organisation to ensure that there is a widespread knowledge and understanding on the part of all staff of their obligations to report any concerns.

Approval

Approved by Members of CBG Board on Tuesday 23 June 2026