

Schneider GB Ltd
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The Schneider logo consists of a dark green square with the word "SCHNEIDER" in white, uppercase, sans-serif font centered within it.

Modern Slavery Policy Statement

This is the second Modern Slavery statement for Schneider GB Ltd pursuant to s.54 of the Modern Slavery Act 2015 and it sets out the steps that Schneider GB has taken and is continuing to take to ensure that modern slavery, forced labour or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Schneider GB has a zero-tolerance approach to any form of identified modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Schneider GB Ltd operates within the confines of the UK market and forms part of the Schneider Holding Group, which is located in Germany. In this position we are a tier one UK façade company operating for over 30 years in the UK market and under the ethos and culture of our family-owned parent company. The Schneider Group utilises a large number of suppliers across Europe and therefore we must look along the wide spectrum of suppliers when assessing the risk of modern slavery.

Our high-risk areas

The high-risk areas for Schneider relate to procurement of materials and subcontracted labour. These risks are identified by the board of directors and are controlled by strict procurement procedures and auditing.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Due diligence processes

The high-risk status of the construction industry in regards to the prevalence of modern slavery and unethical labour practices is as a result of the multiple layers of subcontracting. We continuously focus on our awareness of this lack of transparency, while deepening our understanding of risk and ensuring we have in place the most effective procedures.

SGB-QMS-017a_Modern Slavery Policy Statement-Rev01

THIS DOCUMENT WILL BE ISSUED IN A CONTROLLED MANNER BUT WILL BE CONSIDERED UNCONTROLLED ONCE PRINTED.

Registered in England No.1942 600

Schneider GB Ltd part of the SCHNEIDER GROUP

Our suppliers

Schneider GB Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on-site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy. The same approach is guaranteed with our subcontractors, which have to report their compliance at tender stage as well as through on-site audits.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

Training

We work towards ensuring that the learning we take from our work is shared within our own company and beyond. By this we would like to enable our industry to be as proactive as possible in overcoming modern slavery and unethical labour practices. By conducting regular training for our site teams as well as members of the procurement department, they understand the signs and indicators of modern slavery and are able to address their observations within our company and along the supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Graham Aubrey (Managing Director)

Signature



Date: 21st May 2022