



Modern Slavery Statement **For Financial Year Ending April 2021**

Introduction

Charles Wilson Engineers Ltd is opposed to, and strongly prohibits, all forms of human trafficking and slavery and takes all reasonable steps to ensure the promotion of sound, moral and ethical business practices throughout the organisation.

Our Business and Supply Chains

Charles Wilson Engineers Ltd is an equipment rental business that operates sites across the United Kingdom. The Company does not operate outside of the UK but does sometimes supply overseas businesses working in the UK. Our hire fleet equipment suppliers are predominantly based within the European Union. Charles Wilson Engineers Ltd does not operate in high risk areas and considers none of its activities to be at high risk of slavery or human trafficking.

Commitments

Charles Wilson Engineers Ltd is committed to ensuring that there is no human trafficking or modern slavery within any part of our organisation. The Company is committed to acting ethically and with integrity and transparency in its business dealings and relationships with both customers and suppliers.

Policies

Every employee has access to the following policies which are set out clearly, in our Employee Handbook:

Equal Opportunities Policy, Whistleblowing Policy, Anti-bribery Policy and our Dignity at Work Policy. These policies are reviewed annually. The Charles Wilson Engineers Ltd Modern Slavery and Human Trafficking Statement can be found on our website: www.cwplant.co.uk

The Board of Directors is responsible for ensuring that the policies listed above are enforced, throughout the Company.

Due Diligence

Charles Wilson Engineers Ltd ensures that Right to Work checks are carried out on all prospective employees wishing to join the Company, with any inconsistencies found being dealt with immediately and in the appropriate manner.

All employees of Charles Wilson Engineers Ltd are contractual. A Contract of Employment is issued within their starter pack.

Charles Wilson Engineers Ltd will continue to purchase hire fleet rental equipment from reputable suppliers whose products carry the CE mark.

Charles Wilson Engineers Ltd expects our valued suppliers to undertake all reasonable and practical steps to ensure that appropriate standards are being implemented.

The prevention, detection and reporting of human trafficking and modern slavery, in any part of our organisation or our supply chain, is the responsibility of all those working for us or on our behalf.

Training & Risk

Charles Wilson Engineers Ltd recognises that the best way of guaranteeing adherence is by ensuring that the Modern Slavery Statement is accessible to all members of staff and visitors to the premises and website. This will encourage understanding and compliance throughout the business. However, Charles Wilson Engineers Ltd recognises that there may be a risk of modern slavery or human trafficking within its supply chain. As a result, the Company will continue to improve awareness of this risk and take adequate steps to address the issue.

During the past 12 months, we have ensured that all of our Depot Managers have received Modern Slavery Awareness Training.

The above statement has been approved by the Board of Directors and signed on behalf of the Board.

A handwritten signature in blue ink, appearing to read 'Mark Wilson', with a long horizontal flourish extending to the right.

Mark Wilson
Director