



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

Challenges in line with the wider construction industry has highlighted the importance of organisational values and how these values are translated by leaders and workforce in continuing to deliver, as a priority, for customers and other stakeholders.

City Building (Glasgow) LLP's 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 contribute 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, employees, suppliers and the local communities in which we work. To always give back to the communities in which we work is central to our core values.

Our unique social ethos continues to underpin everything we do and drives 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, retaining a very clear strategic aim of building on this even more over time.

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, 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.

Our strategic focus and priority for the organisation, its employees, customers, and stakeholders is around safeguarding against Health and Safety events, managing asbestos, compliance with gas and legionella legislation and identifying how to develop and diversify the business.

There is a firm belief that there is an unrivalled opportunity to deliver excellent customer service, to continue meaningful employment for people living with disabilities at Royal Strathclyde Blindcraft Industries (RSBi) as well as continuing to recruit a diverse range of young people delivering the most unique Apprenticeship programme with first rate career path outcomes.

The workforce has continued to meet emerging challenges in delivering an excellent customer aligned service with recent focus being on efficiency and resource productivity within Wheatley Housing Group's (WHG) MyRepairs teams operating structure with their own teams firmly aligned to WHG's neighbourhood teams.

We support the property asset management of Glasgow City Council (GCC) and have aligned our delivery to support the work of GCC's redesigned property team, despite budget challenges. We are flexible in our approach and respond to additional investment projects which are a positive aspect to additional workload.

Taking cognisance of the need for a greater focus on long-term sustainability and repair of traditional buildings, including tenement properties, we have embarked upon a programme of developing and delivering traditional building skills development including architectural plaster working, leadwork and specialist carpentry (traditionally skilled joiners) to allow us to continue to deliver the skills for future markets.

We continue to celebrate our achievements this financial year. Our Queen's Award for Enterprise 2021: Promoting Opportunity and Investors in Young People (IYP) Platinum award recognises our focus on investing in growing a skilled staff base.

Our Investor in Young People (IYP) Platinum accreditation is the highest level that can be attained within the IYP training and development framework. City Building (Glasgow) were the first ever construction company in Scotland to achieve this accolade which encourages employers to prioritise areas including mental health, financial wellbeing, fair work practices and meta skills.

Our Asbestos team achieved the Asbestos Removal Contractors Association (ARCA) Platinum award this year for the way in which we undertake these works. Given the serious and significant nature of our activities around asbestos we are proud to achieve this recognition for the organisation.

City Building (Glasgow) LLP recognises the great value we have in our workforce; the trade and technical skills base is a strong asset in lieu of ongoing construction skills shortages allowing us to continue to operate within building related works markets. This is critical in being able to deliver our services.

City Building (Glasgow) LLP is successful because of the individuals with skills within the workforce who deliver our services. We recognise the priority of ensuring the workforce have the skills and knowledge to do their job as well as the opportunity to develop themselves. We manage their talents and continue to invest in our people whether it is the current workforce development via Graduate Apprenticeships, Trainees or Apprentices or the strength-based approach in organisational development.

Our Leadership Programme continues to grow our senior Leaders. We continue to rely on the innovation, hard work, and commitment of the workforce particularly during the many challenges of the last year and thank them for their continued dedication.

A key element of our forward strategic planning is to continue to develop the culture to underpin the delivery of outstanding performance and continuous improvement in their customer's experience. The focus is on excellence, value for money and right first-time services to all customers.

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

Date.....30 August 2024