

	<b>Anti-Slavery Policy</b>	<b>Ref</b>	n/a
		<b>Revision</b>	3.0
		<b>Implementation Date</b>	20/03/17
<b>Page</b>	1 of 1	<b>Last Reviewed/Update Date</b>	07/10/18
<b>QAP Owner</b>	Campbell Evans	<b>Approval</b>	Seamus Shields

Revision	Implementation Date	Revision Description
1.0	20/03/17	Initial release
2.0	27/03/18	Annual Review
3.0	07/10/18	Change of Ownership

## ANTI-SLAVERY POLICY

The Advance group of companies, (“the Company”) including Advance Construction (Scotland) Ltd and Advance Flooring Solutions Ltd and StructureSeal Services Ltd is committed to ensuring that any acts of modern day slavery, from within its own business and that from within its supply chain partners, are eliminated from Company undertakings.

Advance acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place within our sphere of influence.

As part of the company’s due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of measures undertaken by the supplier. Imported equipment and materials from sources from outside of the UK and EU are potentially more at risk for slavery / human trafficking issues. The level of management control required for these sources will be monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and Senior Management shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains.

We will encourage anyone to report any concerns they may have about slavery or human trafficking within the organisation or supply chain. Any concerns raised will be treated in strict confidence and where necessary we will report issues to the appropriate authorities.

This Policy considers, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007. The implementation and operation of this management system underlines our commitment to this policy.

This policy statement will be reviewed annually and published.



Managing Director 07/10/18