

	Modern Slavery Policy	Ref	PO/003
		Revision	11.0
		Implementation Date	20/03/17
Page	1 of 3	Last Reviewed/Update Date	29/01/26
QAP Owner	James Shields	Approval	Tom Dignall

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
4.0	27/03/19	Annual Review
5.0	27/02/20	Annual Review
6.0	10/02/21	Annual Review
7.0	01/02/22	Annual Review
8.0	01/02/23	Annual Review
9.0	01/02/24	Annual Review to include Advance Vehicle Rental Scotland Ltd
10.0	03/02/25	Annual Review and inclusion of Advance Structures Ltd
11.0	29/01/26	Annual Review

MODERN SLAVERY POLICY

The Advance group of companies, (“the Company”) including Advance Construction (Scotland) Ltd, Advance Flooring Solutions Ltd, Advance Structures Ltd, StructureSeal Services Ltd, Advance Utilities (Scotland) Ltd, Advance Training (Scotland) Ltd, JMS Plant Hire Ltd and Advance Vehicle Rental Scotland Ltd care 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.

Modern slavery is a crime and a severe violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labor, and human trafficking. All these practices share the common element of depriving an individual of their liberty for the purpose of exploitation, whether for personal or commercial gain.

The Company recognises its responsibility under the Modern Slavery Act 2015. We are committed to ensuring transparency within our organisation and with our suppliers of goods and services.

Our Modern Slavery Policy demonstrates our commitment to conducting business ethically and with integrity in all our relationships. We are dedicated to establishing and maintaining effective systems and controls to prevent slavery and human trafficking within our sphere of influence.

As a company, we expect the same high standards from all our contractors, suppliers, and business partners. Our contracting processes include specific prohibitions against the use of forced, compulsory, or trafficked labor, as well as any form of slavery or servitude—whether involving adults or children. We also expect our suppliers to uphold these standards with their own supply chains.

As part of our due diligence regarding slavery and human trafficking, the supplier approval process includes a review of the measures implemented by each supplier. Imported equipment and materials from outside the UK and EU are considered to be at higher risk for slavery and human trafficking issues. Therefore, the level of management oversight for these sources will be closely monitored.

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

The Company Directors and Senior Management are responsible for implementing this policy and its objectives. They will allocate adequate resources and invest appropriately to ensure that slavery and human trafficking do not occur within the organisation or its supply chains.

Management at all levels must ensure that their teams understand and comply with this policy. They are also responsible for providing sufficient training on modern slavery and human trafficking issues relevant to supply chains.

It is the responsibility of the Procurement Department to ensure that our supply chain adheres to this policy.

We encourage anyone to report concerns regarding slavery or human trafficking within the organisation or supply chain. All reports will be handled confidentially, and where necessary, issues will be reported to the appropriate authorities.

This policy applies to all individuals working for us or on our behalf in any capacity, including employees at all levels, directors, managers, agency workers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

If you suspect or become aware of a breach of this policy, or believe one may occur, you must report it to your line manager, the HR Department, or follow the reporting procedures outlined in our Whistleblowing Policy as soon as possible.

If you are uncertain whether a particular act, the treatment of workers, or working conditions within our supply chains constitute any form of modern slavery, please raise your concerns with your line manager or the HR Department.

If you believe you have experienced such treatment, you should inform the HR Manager immediately. If the issue is not resolved, and you are an employee, you may formally raise it through our Grievance Policy, which is available in the company database.

Training on this policy and on the risks of modern slavery in our supply chains is part of the induction process for all employees. Regular refresher training will be provided as necessary.

Our zero-tolerance stance on modern slavery must be communicated to all suppliers, contractors, and business partners at the start of any business relationship and reinforced as appropriate thereafter.

This policy aligns with and supports the policies, procedures, and requirements outlined in our Integrated Management System, which complies with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards.

The effective implementation and ongoing operation of this system demonstrate our commitment to this policy.

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This policy statement will be reviewed annually and publicly shared.

Name: James Shields

Position: Managing Director

Signature: 

Date: 29 January 2026