

	Modern Slavery Policy	Ref	PO/003
		Revision	11.0
		Implementation Date	20/03/17
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QAP Owner	James Shields	Approval	Tom Dignall

Introduction

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, ATT Scotland Ltd, JMS Plant Hire Ltd, and Advance Vehicle Rental Scotland Ltd, is committed to preventing modern slavery in all its forms across our supply chains and operations. We uphold human rights and ensure that our business practices are ethical, transparent, and compliant with applicable laws and standards. We condemn all practices of slavery, servitude, forced labour, and human trafficking.

Modern slavery is a serious crime and a severe violation of fundamental human rights. It takes many forms, including slavery, servitude, forced and compulsory labour, and human trafficking. All these practices involve depriving individuals of their liberty for the purpose of exploitation, whether for personal or commercial gain.

Commitment

Our Modern Slavery Policy reflects our commitment to conducting business ethically and with integrity. 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 adopt a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our dealings and relationships, and we will:

- Conduct due diligence to identify and assess potential risks of modern slavery within our supply chains.
- Implement effective policies and procedures to prevent and address modern slavery.
- Provide appropriate training and awareness programs for staff and suppliers.
- Collaborate with suppliers and partners to improve labor standards and ensure compliance.
- Report transparently on our efforts and progress.

We are committed to ensuring that no one faces detrimental treatment as a result of reporting, in good faith, their suspicions that modern slavery may be occurring within our business or supply chains.

We expect the same high standards from all our contractors, suppliers, and business partners. As part of our contracting procedures, we include specific prohibitions against forced, compulsory, trafficked labor, or any form of slavery or servitude, whether involving adults or children. We also require our suppliers to uphold these standards with their own partners.

Our supplier approval process includes reviewing the measures each supplier has in place to prevent slavery and human trafficking. Imported equipment and materials from outside the UK and EU are considered higher risk for slavery issues, and therefore, these sources will be subject to closer management oversight.

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

The company will not support or engage in any activity knowingly involving slavery or human trafficking.

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Scope

This policy applies to everyone working for 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.

Goals

- Achieve full compliance with all applicable modern slavery legislation
- Train 100% of project managers, procurement staff, and site supervisors on modern slavery awareness and ethical labour practices by the end of 2027.
- Train 100% of procurement and supply chain staff on modern slavery awareness and prevention.
- Establish and communicate a clear whistleblowing procedure accessible to all workers and partners
- Reduce identified instances of modern slavery in our supply chain by 25% over the next two years

Key Performance Indicators (KPI)

KPI	Description	Target/Threshold	Measurement Frequency
Training Completion Rate	Percentage of relevant staff trained	100%	Annually
Incidents Reported	Number of reported suspected modern slavery cases	Zero or reduction over time	Quarterly/ Annually
Corrective Actions Implemented	Percentage of suppliers implementing corrective measures	100%	As needed, follow-up annually
Supply Chain Transparency	Percentage of suppliers providing transparency data	100%	Annually
Employee and Supplier Feedback	Satisfaction and awareness levels	80% positive feedback	Biannually Surveys

Responsibility

We acknowledge our responsibilities under the Modern Slavery Act 2015 and are committed to maintaining transparency in our operations and supply chains. Our goal is to proactively prevent and address modern slavery in accordance with our legal disclosure obligations.

The Company's Directors and Senior Management are responsible for implementing this policy and achieving its objectives. They will allocate sufficient resources and make appropriate investments 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 adequate training on issues related to modern slavery and human trafficking relevant to our supply chains.

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The Procurement Department is tasked with ensuring that our supply chain aligns with this policy.

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

Compliance

The prevention, detection, and reporting of modern slavery within any part of our Company or supply chains is the responsibility of everyone working for us or under our control. You are expected to avoid any activity that could lead to, or suggest, a breach of this policy.

If you suspect, become aware of, or believe that a breach of this policy may occur, you must report it as soon as possible to your Contracts team, line manager, or HR Manager.

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

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 on the company's internal database.

You are encouraged to report any concerns or suspicions of modern slavery at the earliest possible stage, whether within our own business or within the supply chains of any supplier.

We promote a culture of openness and will support anyone who raises genuine concerns in good faith under this policy, even if those concerns are later found to be unfounded.

Any detrimental treatment, including dismissal, disciplinary action, threats, or any other unfavorable treatment connected to raising a concern, is strictly prohibited.

Communication and Awareness

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

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

Breaches of the Policy

Any employee who violates this policy may face disciplinary action, up to and including dismissal for gross misconduct.

We reserve the right to terminate our relationship with individuals and organisations working on our behalf if they breach this policy.

Monitoring and Review

This policy will be reviewed annually and made publicly available to ensure continuous improvement and alignment with best practices and legal requirements. Progress towards goals and KPIs will be reported to the Board of Directors and publicly disclosed as appropriate.

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Name: James Shields

Position: Managing Director

Signature: 

Date: 01 April 2026