



MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to WP3 information included in the statement refers to the financial year 2023 2024.

B) ORGANISATIONAL STRUCTURE

WP3 are a limited company with offices in London, Belfast and Nottingham. There are three founding directors, senior management, management with engineers and graduates.

The main activities carried out by WP3 are building services consultancy services, commissioning management, building services design and project management. WP3 operates from each of its three offices with a UK focussed client base.

The labour supplied to the WP3 in pursuance of its operation is carried out in the United Kingdom, projects further afield may be introduced in future.

C) DEFINITIONS

WP3 considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The WP3 acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. WP3 understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The WP3 does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the WP3 in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The WP3 strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in Britain and Northern Island.

E) SUPPLY CHAINS

In order to fulfil its activities, WP3's main supply chains include those related to UK companies providing technical engineering and specialist commissioning services. WP3 are often engage directly with clients and rarely use external resource.

F) POTENTIAL EXPOSURE

WP3 considers its main exposure to the risk of slavery and human trafficking to exist within overseas resource should an aspect of our digital work be contracted externally.

In general, WP3 considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for WP3, as it did for others across the nation.

WP3 welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

WP3 concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above..

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

WP3 modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

WP3 carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

WP3 has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, WP3 has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Measures to identify and assess the potential risks in its supply chains;
- Undertaking impact assessments of its services upon potential instances of slavery;
- Creating action plans to address risk to modern slavery;
- Take action to embed a zero tolerance policy towards modern slavery;

I) KEY PERFORMANCE INDICATORS

The WP3 has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in WP3 or its supply chains.

- Due Diligence
- Participate in training
- Commercial viewpoint

J) POLICIES

WP3 has the following policies which further define its stance on modern slavery a modern slavery policy; a corporate social responsibility policy; supplier code of conduct; recruitment policy and Anti slavery policy.

K) TRAINING

WP3 provides the following training to staff to effectively implement its stance on modern slavery through mandatory training on Bright HR.

L) SLAVERY COMPLIANCE OFFICER

WP3 has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the WP3 obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval 29/06/2023

Signed



Director

Date: 29/08/2023