

## MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Fountains & Features Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have been and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Fountains & Features Ltd are committed to ensuring that its staff and any workers it deploys are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and or similar human rights abuses.

We are also committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is 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 our actions to understand all potential modern slavery risks related to the business and to ensure steps are maintained to prevent both slavery and human trafficking.

### **Our Business**

Fountains & Features Ltd is a specialist fountain and water feature company supplying design, build, M&E installation and maintenance services to the property and construction sectors.

### **Our Policies**

Fountains & Features Ltd.'s Modern Slavery Policy forms part of the framework that reflects our commitment to acting ethically and with integrity in all our business relationships.

### **Our Processes for Managing Risk**

In order to assess the risk of modern slavery, we use the following processes:

We identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chain. As part of our initiative to identify and mitigate risk, we attempt to build long-standing relationships with our suppliers and customers. In managing adherence to our values we undertake visits to workshops and construction sites. Any instances of non-compliance are addressed on a case-by-case basis with actionable remediation plans put in place.

We check the legal right to work of all potential employees and obtain references from their last employer or similar as appropriate. This helps us to verify their work history and background.

### **Protect whistle blowers**

After due consideration, we have not to date identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain or workforce. However, we continue to be alert to

the potential for problems. We will not penalise any employee that feels it necessary to report instances which amount to modern slavery.

### **Training**

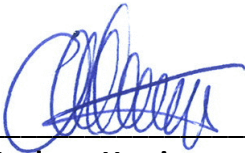
To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, our Modern Slavery Policy is posted for the attention of the whole workforce. We will also make it available to our supply chain.

We provide training to all members of staff and this has been incorporated into our induction programme.

### **Our Commitment**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and will be reviewed and updated annually.

For and on behalf of Fountains and Features Ltd



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**Andrew Harrison**  
Managing Director  
August 2022