

### Introduction

Fortem cares about ensuring that its supply chain is free from modern slavery. We know that slavery, servitude, forced labour and human trafficking is a growing issue and that no sector or industry can consider itself immune or untainted.

### Our business

We are a national property solutions provider operating in England and Wales. Our main services consist of repairs and maintenance, energy services, cyclical maintenance and project work. Our contracts range from specialist projects to strategic long term repairs and maintenance contracts. Our clients are predominantly local authorities and residential social landlords, although we operate in many other sectors too. We have a large directly employed trade workforce which means that the welfare of the majority of those who deliver our services is under our direct care.

### Our supply chain

Our primary supply chain consists of building trade and construction sub-contract partners as well as materials vendors. Our sub-contracting ranges from highly skilled services to semi-skilled labour. We develop and maintain strong long term relationships with our supply chain and predominantly contract with small to medium sized businesses. We have risk assessed our supply chain, consultants and labour agencies. Our use of agency labour is tightly controlled centrally through a small panel of suppliers.

### Policies

We publish our [Modern Slavery Policy](#) on our website, which sets out our zero tolerance approach to modern slavery and identifies related policies.

### Contractual controls

We impose contractual controls on our supply chain, and operate a Supply Chain Code of Conduct which makes clear the expectation that we have of our supply chain in relation to preventing modern slavery. We use a range of measures to vet our supply chains, including ConstructionLine, Builders Profile and SSIP.

### Training

We operate in an environment which already requires vigilance to safeguarding and security concerns. We have built on this through our Fortem 4Life Academies to deliver specific training on modern slavery, from our induction process through to toolbox talks, Academy programmes for our management and online training.

### What we did in the year to 31 December 2019

We recognise the importance of collaborative working, and engaging with other organisations in our sector to share best practices, resources and initiatives. To this, the business is now a proud signatory to the Gangmaster's & Labour Abuse Authority's [Construction Protocol](#).

A key focus for the Modern Slavery Working Group this year has been to develop fresh modern slavery training courses for our staff and tradespersons which are fit for purpose and engaging. We will continue to develop this bespoke training with the objective of rolling this out in 2020.

Our business has reviewed the gaps in its approach to modern slavery, and identified the need to do more to monitor compliance. We have implemented a "Worker Style Interview Questionnaire" process, to facilitate sites conducting unannounced interviews with its supply chain labour moving forwards. Compliance of this new process will be monitored by our Quality Assurance Team as part of our internal audit process.

The business recognises the importance of having a clear and structured approach when it comes to its staff raising any potential modern slavery concerns. We have developed a robust process guide for our staff to follow when raising any potential concerns.

Our ongoing commitment in tackling modern slavery is filtered down to our staff from the Boardroom. To reinforce this we have appointed our Finance Director as a Director sponsor to promote the Modern Slavery Working Group and to demonstrate a top down commitment to tackling this issue.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of the companies listed below for the financial year ending 31 December 2019.**

Signed:



This statement sets out the steps taken by Wimpole Equity Holdings Limited (07065104) and Fortem Solutions Limited (04638969) both of which fall within the scope of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015. Although not subject to reporting requirements, the subsidiaries Fortem Energy Services Limited (02589171) and Fortem 4Life Limited (04720691) support and embrace the same approach.