



WGM ENGINEERING

Modern Slavery and Human Trafficking Policy

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Last Updated: 11/02/2022

WGM Engineering Ltd is committed to driving out modern day Slavery and human trafficking as this remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

The company of Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training etc.)

Organisation's Structure and Business

WGM Engineering Ltd are one of Scotland's leading Mechanical, Electrical and Civil engineering companies providing Repair, Installation and Engineering Solutions as well as delivery of simple to complex Capital projects across Industrial and Water Utility businesses.

Our Supply Chains

The Company acknowledges responsibility to the Modern Slavery Act 2015 and is committed to ensuring transparency within the organisation and with suppliers of goods and services to the organisation.

Our Policy on Slavery and Human trafficking

WGM Engineering Ltd are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence into slavery and human trafficking

As part of the Companies due diligence into slavery and human trafficking the Supplier Approval process incorporates a review of controls undertaken by the Supplier's. As we know there is a higher risk of Slavery/Human trafficking issues if sourcing outside the UK and Europe. As a company we aim to source within UK and Europe.

Where possible we build longstanding relationships with Local Suppliers and make clear our expectations and business behaviour.

Being a Tier 1 Supplier to Scottish Water we are guided to source from Scottish Water Framework, however these Suppliers still have to meet WGM Engineering Ltd.'s requirements and are vetted in the same way as Suppliers outside the Scottish Water Framework.

With regards to national or international supply chains, we only have points of Contact with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes and to provide us with proof of compliance. The level of management control required for these sources will be continually monitored.

Our Values

WGM Engineering Ltd have zero tolerance to slavery and human trafficking and expect all those in our supply chain and contractors to comply with our values.

Our Aim is the abolition of Slavery and Human trafficking in the modern day

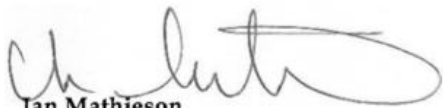
With our own measurements in place we endeavour to ensure that slavery and human trafficking is not taking place within our business and supply chain.

- Supplier and contractor Audits Labour Monitoring
- Level of communication and personal contact with next link in the Supply Chain and their understanding of, and compliance with our expectations.

This statement is made in accordance to section 54 of the Modern Slavery Act 2015 and constitutes our companies slavery and human trafficking statement for the current financial year.

This policy statement will be reviewed annually and published.

Next Review date: **11/01/2023**



Ian Mathieson
Company Director
For and on behalf of WGM Engineering Ltd