

Modern Slavery & Human Trafficking Statement for Financial Year 2021

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Hawk Systems Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Hawk Systems Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We all have a duty to be alert to risks, however small, and staff are expected to report their concerns and management are expected to act upon them.

Our Business

Hawk Systems Ltd are building infrastructure consultants, specialising in the design, build, implementation and project management of Electrical infrastructure and IT & Telecommunication Networks.

Our main business and activities are principally undertaken in the UK and our supply chains comprise mainly of UK based businesses. Our principal supply chains comprise sub-contractors who provide specialist goods and service to support our main business activities. We also engage with labour agencies to provide additional resources to supplement our own staff.

Our High Risk Areas

We do not believe we have any activities within the organisation at present that are considered to be at risk of slavery or human trafficking.

Our Policies

Hawk Systems Ltd do not permit or condone any form of modern slavery or human trafficking within our business or supply chain.

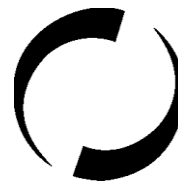
We are committed to preventing any form of modern slavery and human trafficking and ensuring that members of our supply chain are free from such activities.

If we suspect or identify modern slavery or human trafficking we reserve the right to report such suspicions and to suspend or terminate our relationship with the supplier in question.

We also operate a number of internal policies and practices to ensure we identify and minimise the risk of modern slavery or human trafficking. These include:

Recruitment Policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Doc Ref: HSL/POL108-V1.4			
Issue:	V1.4	Last Reviewed:	27/11/2020
Reviewed By:	M Cook	Next Review:	29/11/2021



Equal Opportunities Statement: This policy sets out the standards of behaviour and actions which all staff are expected to adhere to. We aim to provide a work environment where all staff are treated with respect.

Whistleblowing Policy: We operate a whistleblowing policy so that all staff know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Standards of Business Conduct: This code explains the manner in which we behave as an organisation and how we expect our members of staff and suppliers to act.

Our Suppliers

Hawk Systems Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions.

Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Labour agencies

We only use registered and reputable employment agencies to source agency labour to supplement our own workforce.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

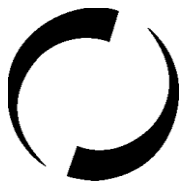
- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- (For UK based suppliers) They pay their employees at least the national minimum wage/ national living wage (as appropriate).
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
- We also seek written assurances from any organisation supplying agency labour regarding their practices to ensure slavery and human trafficking is not taking place within their business.
- We reserve the right to terminate the contract at any time should any instances of modern slavery come to light.

Training

In order to raise awareness of the issue we will communicate this policy to all staff ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

All company directors have been briefed on the subject and we will provide training to members of staff who are responsible for recruitment or those with the responsibility for engaging with our supply chain.

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Approval for this Statement

This Modern Slavery and & Human Trafficking Statement was reviewed and approved by the Board of Directors at Hawk Systems Ltd

Signed: 

Name: Martin Cook

Title: Managing Director

Date: 27/11/2020

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