

This statement is made in relation to the Modern Slavery Act 2015 and sets out SVM's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities for the financial year ending 31 March 2025 and has been approved by the Managing Director who has overall responsibility for this policy.

As a provider of engineering consultancy services across the mechanical and electrical engineering sectors, we recognise our responsibility to take a robust approach to the prevention of slavery and human trafficking.

### Organisational structure and Supply Chains

This statement covers the activities of the Company which are:

- Consultancy services for the mechanical and electrical engineering design, scheme delivery and operational improvement for infrastructure and other investments.

Our supply chain consists of other professional service providers acting primarily as sub-consultants, together with suppliers of services and equipment to our offices and sites in which we operate.

SVM primarily operates within the UK.

We consider our business activities to be low risk in relation to slavery and human trafficking, although through continual review and assessment of our current and new suppliers we will identify any areas where there may be higher risks.

If any member of staff witnesses anything that causes concern while carrying out their duties for SVM Glasgow they are encouraged to report it via the UK Modern Slavery helpline either by phone 08000121700 or via their website [www.modernslaveryhelpline.org](http://www.modernslaveryhelpline.org)

### Due Diligence processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and access the potential risk areas in our supply chains
- Protect whistle-blowers within the organisation
- Ensure that all recruitment processes are thorough and legally compliant with relevant legislation.

### Policies relating to Slavery and Human Trafficking

The following policies describe the Company's approach to the identification of modern slavery risks and the steps taken to prevent slavery and human trafficking in our operations.

*Approved Supplier Form* – requests information to verify that supply chain partners operate in a manner consistent with our core values on quality, safety, integrity and sustainability. They must also provide an up to date copy of their modern slavery policy or confirm compliance with SVM Glasgow's.

*Equality and Diversity Policy* – describes our commitment to comply with the Equality Act 2010 by providing equal opportunities to all and to avoid unlawful discrimination in employment and against clients.

*Disciplinary and Grievance Policies* – sets out our commitment to create a work environment free of harassment and bullying, where everyone is treated with dignity and respect and the consequences of not adhering to this.

*Whistleblowing Policy and Procedure* – provides employees, agency workers and contractors with confidential access to raise concerns that they may have about the interests of the organisation. Of others, or any instances of malpractice within the Company.

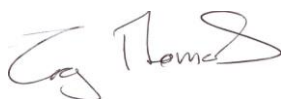
*Employee Handbook* – describes our values and vision and the expectation of employees in relation to their employment with the Company.

*Corporate and Social Responsibility Policy* – describes our aims to be an active supporter of the community and local industry.

### **Continuous Improvement**

SVM is committed to continuous improvement in all our operations. As our approach to identifying and combatting modern slavery and human trafficking continues to improve and if our level of risk were to increase, we would consider implementing key performance indicators to enable us to monitor and measure our performance in this important area.

Signed:



Date: 01 April 2024