

HUB SOUTH EAST SCOTLAND MODERN SLAVERY STATEMENT



At Hub South East Scotland Limited (Hub SE) we recognise that slavery and human trafficking are significant human rights issues. We are therefore committed to taking appropriate and proportionate steps to mitigate the risk of these occurring within our businesses and our supply chain.

As a business operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are our employees/seconded, agency workers working on our behalf, subcontractor operatives working on our sites and office and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

- **Employees:** Although all employees are seconded into Hub SE, we ascertain that their ultimate employer has:
 - Verified that all employees have the right to work in the UK upon commencement of their employment.
 - We make all employees aware of their working hours, leave and absence entitlements and other employment benefits by providing them with written confirmation of their terms and conditions of employment.
 - Prohibited the use of forced labour in their Code of Conduct and training on modern slavery is available to employees.
- **Agency workers**
 - We aim to only engage agency workers that are provided by suppliers on our Preferred Supplier List.
 - We require all Preferred Supplier List suppliers to a) ensure their agency workers have the right to work in the UK b) confirm that they do not charge workers a work finding fee and c) to have procedures in place to minimise the risk of recruiting forced or compulsory labour.
- **Contractors/Consultants:**
 - We require Contractors/Consultants to ensure their employees have the right to work in the UK, including any subcontractors employed by them.
 - We consider Contractors/Consultants approaches to employee rights and any breaches of human rights related legislation during our selection process.
 - We require that Contractors /Consultants ensure all site operatives provide evidence of their CSCS cards or equivalent
 - We want all Contractors/Consultants that purchase materials for use on our sites to consider the risk of modern slavery in their supply chain, including any subcontractors employed by them.

- **Suppliers:**

- We procure that our Contractors source the majority of their directly sourced materials from UK based organisations and are required to comply with UK laws on forced labour. Where materials are directly sourced from outside of the UK we require contractors to consider the risk of slavery and human trafficking as part of our selection process.

We ask all Contractors/Consultants to ensure suppliers of equipment and materials consider the risk of modern slavery and to make a commitment to ensure that there is no slavery or trafficking in their supply chain.

Our whistleblowing procedure allows any employee or third party to confidentially raise a concern.

We will ensure all persons/organisations working for us comply with this statement and we will request proof of their own policy.

We participate in the UK Government Registry of Modern Slavery Statements. This statement is registered and will be reviewed and updated as necessary on at least an annual basis. We have reviewed our measures and these will be further enhanced to take into account anticipated future UK legislative changes, when implemented. Accountability for compliance with this statement rests with the Hub SE Board.

Hub South East Scotland is not an employer however we operate under a series of management services and/or secondment agreements for providing staff members to Hub South East Scotland. References to Hub South East Scotland staff in this document includes all such staff members.

Signed for, and on behalf of, the Hub SE Board:



Paul McGirk
Chief Executive
Hub South East Scotland

Last Reviewed: August 2025