

1 August 2021

**RISE Structural Engineers Ltd**  
**Modern Slavery and Human Trafficking Statement**

This statement applies to RISE Structural Engineers Ltd (referred to in this statement as ‘the Company’). This statement sets out the steps that the Company has taken to ensure that modern slavery and human trafficking is not occurring in our Company or in our supply chains.

**Organisational structure and activities**

The Company is based at a head office in Bristol. Employees work at the main site or from home and will frequently travel to client sites.

The Company is controlled by its owner, Ingrid Chauvet.

The main activity carried out by the Company is structural engineering design.

**Definitions**

Modern Slavery is a term which encompasses slavery, servitude and forced or compulsory labour.

The Company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited.

**Commitment**

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company is obtained by means of slavery or human trafficking.

The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees, workers and contractors.

The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant legislation in the UK in relation to its employees.

Staff are usually employed directly by the Company at its aforementioned offices or provided on a Self-employed basis. The Company operates solely in the UK.

### **Supply chains**

The supply chain of the Company includes various providers who supply products such as utilities, stationery and IT software. Other providers supply services such as accountancy, marketing, HR consultancy and IT support. All products are sourced directly by ourselves are purchased from UK businesses.

Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour. We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately. We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance. Where our first-tier suppliers are intermediary traders we ask that they ensure lower-tier suppliers are compliant with this policy.

### **Potential exposure**

The Company has considered where / whether there is a risk in the Company, or its supply chain, of slavery and human trafficking taking place. In general, the Company considers its exposure to slavery/human trafficking to be low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it as noted below:

- RISE is committed to employing Employee's directly and not via third party agencies to ensure there is visibility of the employment relationship, and no risk of inadvertently acquiring persons from a third party which engaged in slavery or Human Trafficking.
- RISE is committed to working directly with any self-employed staff/contractors and not via third party agencies to ensure there is visibility of the relationship, and no risk of inadvertently acquiring contractors/consultants from a third party which engaged in slavery or Human Trafficking.
- In rare instances where there is a business need to recruit via a third party (i.e. from a recruitment or temporary agency) only reputable service providers are engaged and our expectations in relation to this policy are communicated to them.
- Employees and self-employed contractors are paid directly to their individual bank accounts, and any appropriate identification documentation is held on file by the Company.
- All members of the supply chain are asked to produce a modern Slavery and Human Trafficking Statement to ensure there is a shared and joined up approach to avoiding acts of trafficking or slavery.
- Working practices of suppliers will be audited from time to time to include the commitments made in the supplier's modern Slavery and Human Trafficking Statement.
- We do not source from high risk countries where modern forms of slavery are prevalent.

## Steps

The Company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:

- reviewed its supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- put measures in place to identify and assess the potential risks in its supply chains
- undertaken impact assessments of its services upon potential instances of slavery
- created an action plans to address risk to modern slavery
- taken steps to embed a zero-tolerance policy towards modern slavery
- provided training to relevant parties on modern slavery
- Sought evidence from our suppliers of the steps they have taken to ensure modern slavery has not taken place.
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## Approval

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

This statement has been approved by the Company's Director, Ingrid Chauvet who has been appointed as the Director with overall responsibility for compliance with the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to read "Ingrid Chauvet".

Ingrid Chauvet

Director