

BAUER

CONSULTANTS

Modern Slavery Act 2017 Corporate Statement

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Corporate Statement

Eran N BAUER MEPS FICPEM FISRM
Director

Company Policy
v.6 dated 31.01.2023

Modern Slavery Act 2017 Statement

Bauer Consultants Limited

INTRODUCTION

Bauer Consultants Ltd (BCL) is an award-winning small company, advising and consulting home and overseas government departments on risk assessment and contingency planning. See BCL's web site at www.bauer-consultants.com

BCL also specialise in innovative design and top-quality manufacturing providing infection control products and support services – see www.naturama-biocide.com

BCL currently directly employs 2 full and some part-time staff in rural Lincolnshire.

BCL a privately-owned company, who is committed to working alongside other organisations, suppliers and sub-contractors who equally support the aim of reducing modern slavery across the United Kingdom.

We recognise that our people are integral to what we deliver and fundamentally key to our success.

TRAINING AND AWARENESS

We have issued a Company-wide policy to all our staff confirming that CDS has a zero-tolerance approach to any form of modern slavery and human trafficking.

This training is provided to all employees, subcontractors, and our supply chain, which is also available on-demand to any supplier or customer and published on our websites.

All new members of staff attend an induction event where we raise awareness of modern slavery.

We continue to check that all directly and indirectly employed staff are eligible to work in the United Kingdom, using the appropriate and approved government checklist of documentation.

Further training can be provided, as required, and we are looking to invest in online training to cover several of our legal/statutory obligations for all our staff, which would include awareness of the Modern Slavery Act.

DUE DILIGENCE

As a responsible company BCL will not tolerate or condone any form of exploitation and will act promptly where any breach of the Act has been identified.

The Company will take appropriate steps against suppliers who do not meet the required standard for example by asking them to take action to improve or terminating the business relationship if the required improvement is not swiftly forthcoming.

Our Whistleblowing Policy provides a mechanism for our employees to report any breach of our legal obligations, including those contained in the Act.

SUPPLY CHAIN

Our Supply Chain includes the procurement of trade subcontractors, material & plant suppliers, consultants and other service providers to suit our business requirements.

Whilst we have thorough due diligence processes in place for managing both new and existing supply chain relationships, we are reviewing these to ensure that the intention and requirements of the act are addressed.

Working with our supply chain partners we ask that they provide us with the assurance that, modern slavery is understood and not present in their company and wider supply chain.

We want to make sure that safe and fair working conditions are provided, and we require that those in our supply chain have policies, procedures, practices and contracts within their organisations and with their own suppliers to equally reflect this.

BCL regularly reviews its trading partners as part of our supply chain management, focusing closely on those we consider to be at the greatest risk, including suppliers, who operate by employing casual or temporary labour, manufacture, or trade in raw materials, particularly outside the United Kingdom, the European Union and any global supplier, **all** will be asked to demonstrate **full** compliance with Bauer Consultants policy and this corporate statement.

BCL is continuously reviewing the standard order documents that we use to engage with our supply chain to assess and manage any risk, as far as is reasonably practicable. To support our approach further, all our subcontract orders and purchase orders now have an appropriate paragraph included as standard regarding compliance to the Modern Slavery Act.

BCL has invested significantly in a new database which facilitates both the on-boarding of potential new supply chain partners and the maintenance of existing ones. This is done by linking our prequalification question to our procurement processes and supplier screening, current and new. With a data validator we capture the provisions for modern slavery within the existing questions.

CONTINUOUS IMPROVEMENT

During each of our financial years ending 31 December annually, we continue to monitor the effectiveness of our actions against modern slavery and human trafficking and review the risks within our own business and across our supply chain. BCL will measure how effective the company has been and publish these results in our next annual statement.

In addition, we continue to provide further guidance and support to all employees and 'Supply Chain Partners' to raise awareness within our industry. A poster campaign will be launched later this year in our offices and sites giving information staff on modern slavery and human trafficking, together with details of our Whistleblowing Policy and our other corporate policies.

This statement is made and published in accordance with Section 54 of the UK Modern Slavery Act 2015 and constitutes BCL's modern slavery and human trafficking statement for the financial year ending 31 December 2022, and approved by Bauer Consultants Limited Board of Directors in January 2023.

Point of Contact – Eran N BAUER – Director
Tel: 01526 323716
Mobile: 07836 369710
email: eran@bauer-consultants.com