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HERCULES™
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Hercules Modern Slavery and Human Trafficking Statement

This policy sets out Hercules 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. The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Our due diligence and audit processes in relation to slavery and human trafficking.

We enforce our policies and procedures in an effort to ensure that slavery and human trafficking is not taking place anywhere in our business or supply chain.

Our supplier on-boarding process includes standard due diligence procedures, which help us assess the suitability of a vendor to provide goods and services to Hercules against compliance to required standards. This process captures confirmation that they are committed to ensuring that slavery and human trafficking is not taking place within their own supply chain.

Our procurement team carries out audits as part of our supply chain management to provide assurance that our suppliers are responsible partners in our service delivery and we continue to analyse our supply chain for potential risk.

The effectiveness of our processes:

We are using a number of key performance indicators (KPI's) to measure how effective we have been in communicating awareness of our core policies and procedures related to the requirements of the Modern Slavery Act, and our other actions to seek to ensure that slavery and human trafficking is not taking place in any of our businesses or supply chains. The KPI's used to measure against will be subject to ongoing review by the Board to ensure their continued effectiveness.

Training on slavery and human trafficking:

We continue to strengthen employee awareness of our stance on slavery and human trafficking. We have created awareness guidance for our suppliers, and training for our own people, so they understand the issues involved, become more aware of the risks, the signs to be vigilant of and how to raise awareness should they see or fear something suspicious.

We believe that improved awareness is one of our most effective methods to reduce the risk of modern slavery and with the help of both our employees and suppliers we aim to ensure that there are no opportunities to hide forced labour within our organisation or our supply chain.

We encourage our people, customers and suppliers to report any concerns about unlawful conduct that they suspect is taking place at work. This includes any concerns regarding the risk of slavery or human trafficking. Our Whistleblowing Procedure provides our people and our business partners with the ability to report suspected wrongdoing. This service enables concerns to be reported without fear of retaliation in the knowledge that we do not tolerate harassment, victimisation or reprisals against anyone raising a concern in good faith.

Nationwide Scaffolding Contractor.

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