

The CET Group of Companies
Modern Slavery Act 2015 – Group Statement FY 2020-21

In the financial year 1 April 2019 to 31 March 2020, The CET Group of Companies continued its commitment and activities to identify and eliminate instances of slavery and human trafficking that may have been present within our supply chains and our own business.

The CET Group of Companies, our Business Streams and Supply Chain

CET Structures Property Assurance Division

Our Activities;

We continue to provide market leading claims fulfilment service for the insurance industry covering home emergency, drainage & underground services and property repairs from our Service Centre in Castle Donington, supported by a successful re-deployment of staff to home working during the Coronavirus pandemic.

We appoint skilled and competent directly employed staff and suppliers from our approved network to carry out surveying and repair works on behalf of our client's customers at their property.

We also provide Subsidence Investigation Surveys throughout the United Kingdom supported by UKAS accredited soils testing at our laboratories in Essex & Doncaster for our insurance clients through our SI Division.

Our Supply Chain;

Our supply chain for such activities is typically qualified and experienced SME's or sole traders, registered and operating within the United Kingdom.

Our Infrastructure businesses

Our Activities;

Construction Testing Solutions and **CET Infrastructure** continued to operate a number of UKAS accredited construction materials testing laboratories throughout the United Kingdom, covering a wide range of laboratory and on-site testing and inspection activities, structural investigation and geotechnical & environmental consultancy services for our construction and civil engineering clients.

The final member of our **Infrastructure** business, **Calibration Testing Solutions**, continued to provide UKAS accredited calibration services on site and from our laboratory in Chesterfield, offering a range of dimensional, electrical, force and pressure equipment calibration services for clients throughout the United Kingdom.

Our Supply Chain;

Our supply chain for these activities typically falls into two categories;

- Suppliers - equipment manufacturers and suppliers registered and operating within the United Kingdom, with the necessary experience, skills and qualifications to provide us with laboratory and site testing equipment that comply with British and European test standards.
- Subcontractors – such as UKAS accredited laboratories that can provide services that we do not hold accreditation for ourselves or individuals or organisations that provide specialist services that support our work on site for our clients.

Head Office, Castle Donington

Our Activities

Home for our central support functions including Corporate Governance, HR, H&S, Finance and IT.

Our Supply Chain;

Supply chains engaged to support central services are typically UK based, providing support functions and facilities, such as technology, professional and standard operating systems support to assist the company in day to day operational management.

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Update on our Activities following the CET Group of Companies 2019-20 Statement.

Our Employees;

The CET Group of Companies continue to operate robust HR processes to select the best quality staff and provide effective support for staff while they work for us.

All of our employees enter into a contract of employment which they are free to terminate following the appropriate notice periods as defined in the contract.

We have continued to promote a culture of wellbeing, openness, support and responsibility including;

- Updating all computer hardware to support the use of Microsoft Teams helping us stay in contact with and support staff who are home working
- Providing EAP services through a new contract set up with Lifeworks
- Continuing to offer staff access to support from our in-house Mental Health 1st Aiders and Champions through Meet and Greet Sessions and organising and running events throughout Mental Health Awareness week, such as our Random Act of Kindness virtual tag campaign

Training and Awareness;

A number of training and awareness initiatives have been completed over the last 12 months including;

- Mental Health Awareness training for Managers and Supervisors completed by 82 members of staff
- A number of communications issued through CET News and CTS News directly to staff to help support their mental health during lockdown
- Reinforcement of our own Whistleblowing policy to all staff
- Issuing a Modern Slavery Awareness bulletin to all staff highlighting key indicators and signposting to the GLAA (Gangmasters and Labour Abuse Authority) for additional advice and support.

Our Supply Chain;

Improvements have been made to our contractor on-boarding processes and performance management including;

- Strengthening the Network Management Team by employing Network Managers to cover all UK Postcodes, providing a point of contact for our Home Emergency Network Contractors
- Developing the Network Administration Team, appointing experienced staff with recognised skills in contractor evaluation and management, providing better oversight of our contractor network
- Developing online application packs for new contractors, making on-boarding more efficient and gathering information about their knowledge of and compliance with MSA 2015
- Implementing auto-deployment of new claims to competent contractors, providing continuity of work and confidence to our network, encouraging them to work within their means, reducing pressure on them to over-stretch and potentially employ staff without carrying out full checks on their eligibility and freedom to work

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Supply Chain Survey Results;

All of our supply chain were surveyed to ascertain their understanding and compliance with the Modern Slavery Act. Results from a total of 317 responses indicate that;

- No company within our supply chain has been convicted of breaching MSA 2015 or had notice served
- 56% of our suppliers have a documented MSA Policy
- 94% of our supply chain who have a documented policy told us their policy prohibits the use of a supplier or subcontractor who has committed an offence against the MSA 2015
- 57% of our supply chain have a documented whistleblowing policy
- 41% of our suppliers do not use suppliers or subcontractors

KPI's and Looking Ahead to Financial Year 2019-20

The CET Group of Companies has undertaken a commitment over the next 12 months to continue to develop policies, procedures and activities to combat slavery and human trafficking within our business and supply chain. Our objectives and commitments include;

1. To continue to monitor and improve our policies and procedures to ensure our standards are being maintained and that we remain compliant with all legal, statutory and customer requirements.
2. To implement our Supply Chain Evaluation and Approval processes throughout the whole company to verify compliance with the Act, details of their approach to modern slavery, and establishing any risks from the whole supply chain.
3. To continue to train our managers in Modern Slavery, to provide them with the skills required to monitor changes within our supply chain and the external environment to update our approach accordingly and to ensure that the risk within our supply chain remains low.
4. To continue to provide our senior management team, operational managers and supervisors training in Modern Slavery to enable them to recognise the types of modern slavery and how slavery and human trafficking can directly affect our business.
5. To continue to communicate to all employees the CET Group of Companies' position and approach to the Act through our CET News platform.
6. To continue to promote our Whistleblowing Policy and provide staff with a means of confidentially speaking up if they suspect that they, or their colleagues, may be subject to abuse of the act.
7. To continue to build upon the excellent work promoting mental health and supporting our Mental Health 1st Aiders and Champions, led by the senior management team, recognising that mental wellbeing, as well as physical safety are critical to eliminating exploitation, removing threats and abuse.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the CET Group of Companies slavery and human trafficking statement for the financial year ended 31 March 2021.

Chief Executive Officer

Date: 30th July 2020



Peter Eglinton