

## Tayside Contracts Modern Slavery Statement

### Introduction

We're committed to ensuring that there's no form of modern slavery within our organisation or our supply chains. Modern slavery is an umbrella term which covers slavery, servitude and forced or compulsory labour, as well as human trafficking.

This statement sets out our actions for the year 2021 to ensure that there is no slavery or human trafficking in our own business.

In line with the [Modern Slavery Act 2015](#), this statement constitutes our Modern Slavery and Human Trafficking Statement for the year ending 31 December 2023.

It sets out an explanation of:

- who we are as an organisation and what we do
- where we believe risks of slavery and human trafficking exist
- how we currently manage those risks
- what further steps we will take to ensure we continue to manage those risks

### About us

Tayside Contracts is a commercially based local authority contracting organisation providing catering, cleaning, roads maintenance, vehicle maintenance and winter maintenance mainly throughout the Tayside area of Scotland.

We are the commercial trading arm of the Councils of Angus, Dundee City and Perth and Kinross and employ approximately 2500 people operating out of more than 300 establishments. Tayside Contracts operates under a Joint Committee comprising of elected members from each constituent council.

Our administrative centre is at Contracts House, 1 Soutar Street, Dundee, DD3 8SS. More information about the organisation can be found on our 'About us' web page.

### Our structure and activities

We provide services in 2 key areas:

1. Construction
2. Facilities

We buy a wide range of goods and services supplies directly from suppliers and contractors. We collaborate with other public bodies and use framework contracts established by the Scottish Government and others.

### Risks

In 2021 we have undertaken an initial review of the risks of modern slavery across our business area. Within our supply chains there are known high risk areas, i.e. agriculture, food processing and clothing manufacture.

From an analysis of the 2022/23 spend on supplier purchases, the majority of Tayside Contracts supply chain is UK based, with 55% based in Scotland.

We will regularly assess our suppliers against evidence of particular areas being at higher risk of contravening the Act. The adoption of the actions detailed in our Modern Slavery Charter will ensure that all Tayside Contracts suppliers should comply fully with the Modern Slavery Act 2015, wherever it applies.

### **Ongoing actions being taken**

We're committed to working to identify and reduce the risk of modern slavery, coerced labour or human trafficking within our organisation and our supply chains. We will continue to make our values clear throughout our organisation and to ensure that our suppliers are similarly committed.

### **Recruitment**

All potential new employees are required to go through our recruitment process, which includes essential checks on the right to live and work in the UK. Tayside Contracts is a Living Wage accredited employer.

### **Procurement**

We take modern slavery into consideration as part of our due diligence and risk analysis of tender exercises. An assessment of the risk of a supplier's labour falling under the definition of modern slavery is an area that is applied in our procurement process following consideration of price, business sector, reputation, and competitor analysis.

### **Charter, Policies and Procedures**

Our charter, policies and procedures reflect our ambition to be a high-performing organisation, acting ethically and with integrity in all our business dealings and relationships.

We support the system of collective bargaining and the principle of solving industrial disputes by discussion and agreement. For the purpose of collective bargaining, we recognise the following trade unions:

1. GMB
2. UNITE
3. UNISON

We believe that our charter, policies and procedures, future training and management awareness will help us to mitigate against the most significant slavery and human trafficking risks that we face.

### **Actions planned for 2023 and beyond**

We will raise awareness amongst our staff, to ensure they have a clear understanding of what modern slavery and human trafficking is, and that they're alert to the key warning signs as they go about their work engaging with suppliers and delivery partners. We will explore options to develop this with our constituent councils, procurement partners, Training Section and experts in the field.

We will continually review our procurement approach as more information and advice becomes available.

We will work with suppliers to assess their current position in relation to modern slavery. We'll work with the sector to highlight potential areas of vulnerability, particularly where operations are manual, or where labour is seasonal/temporary and/or made up of migrant workers.

We will highlight the evidence of what is required for modern slavery to be eradicated – such as the regulation and inspection of businesses and employment agencies, adequate pay, enabling workers to have a voice through unionisation, and allowing the safe reporting of abuse.

We will contribute to identifying improvements which may be required across the sector.

### **Stance**

Our stance is that of zero tolerance towards the evils of modern slavery or human trafficking within our organisation, supply chains and delivery partners.