



Anti-Slavery and Human Trafficking Policy

Helen Willis
18/11/2021

Confidential



Document created by:

Integrated Environmental Solutions Limited

International Sustainability Consulting Developers of the IES **Virtual Environment**

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1. Introduction

- IES does not meet the legal criteria for publishing an anti-slavery statement on our website, but we have produced this statement to reflect the actions we take in order to prevent slavery and human trafficking within our companies and supply chain. It is available on our company intranet pages and on request from HR@iesve.com.

2. Commitments

- IES is opposed to all forms of slavery and human trafficking and takes a proactive approach to ensure that none of its operations is involved in such practices and that all significant suppliers formally undertake that they are aware of no such practices in their own operations or those they deal with.
- Integrated Environmental Solutions Ltd. ('the company') operates from its corporate headquarters in Glasgow, UK. The group consists of 4 companies wholly owned and operated by IES Ltd and all are governed by a single board of directors.
- These companies are:
 - Integrated Environmental Solutions Ltd (UK).
 - IES India Pvt Ltd.
 - IESVE Singapore Pte Ltd.
 - IES R&D Ltd (Ireland).
- Our principal business sectors are software development and building services consultancy and we employ staff in nine countries; the United Kingdom, India, Ireland, USA, Canada, Singapore, Italy, Australia, France

- Our corporate supply chain involves direct purchases of goods and services as well as from indirect sourcing via contractors.
- IES enter into partnerships with employment advisors in countries outside of the UK such as Exponens (France) Insperity (US), Rikvin (Singapore), Pitcher Partners (Australia) and PEO Canada in order to ensure we comply with employment law in the relevant countries.

3. Other Policies to Protect Staff

- IES has the following policies in place to protect the rights of our employees:
 - Recruitment policy
 - Diversity and equality policy
 - Whistleblowing policy
 - Preventing illegal working policy
 - Grievance Policy
 - Anti-bribery policy

4. Remuneration

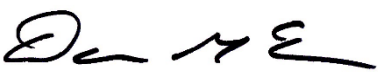
- IES is committed to ensure all staff are paid at a rate higher than minimum wage requirements and is a member of the Living Wage foundation in the UK. We also meet the living wage rates in our other countries of operation.
- The HR team ensure that all employees are on the payroll and appropriate checks have been made on the identity, work and residence permits of all workers. Salaries are paid into a bank account held in the name of the employee. Any employee found to have had any significant role in the establishment or furtherance of slavery and/or human trafficking in any way directly or indirectly or to have conspired/colluded with others (knowingly or unknowingly) shall be subject to company disciplinary procedures which could amount to their dismissal.

5. Non-Tolerance

- We carry out an annual survey of our major suppliers to request evidence of their anti-slavery policies and practices. Any supplier found to be profiting from the proceeds of slavery and/or human trafficking either directly or indirectly shall have their contract terminated or suspended within whatever provisions are permitted without penalty under existing terms and conditions.



6. Managing Director Declaration

Signed: 

Name: Don McLean, Managing Director

Date: 18th November 2021

