



**ap**mitchell  
group

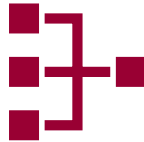
# Modern Slavery and Human Trafficking Statement 2023

## Our Commitment

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We have a zero-tolerance approach to modern slavery, and are committed to ethical working.



We have adopted and enforce systems and controls to ensure humane practices.



Our policies apply to everyone working with us, or on our behalf in any capacity.



We expect the same high standards from all our suppliers, contractors and business partners.



Adherence to, and recognition of our policy forms part of our employment contracts.

## What is Modern Slavery?

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which deprive a person of their liberty in order to exploit them for personal or commercial gain.

AP Mitchell Group is committed to the Universal Declaration of Human Rights, and to ensuring transparency in our business. We do this in a manner that is consistent with our disclosure obligations under the Modern Slavery Act 2015.

# Our Core Values



Customer service is paramount.



Respect for others.



Think ambitiously and take pride in the work being done.



Operate with integrity and honesty.



Embrace positive change and challenge the status quo.

We uphold these core values in every aspect of our work, and they are reflected in our Quality Policy.

These core values are established by the Managing Directors, who are responsible for embedding them in our business culture.

We work with a huge variety of suppliers and contractors, and seek to develop long-lasting and beneficial relationships with industry partners who share our values.

At AP Mitchell, we pride ourselves on our operating practices.

As a business that has grown continually in the town of Neston, we are uniquely positioned to protect and improve the local community and beyond.

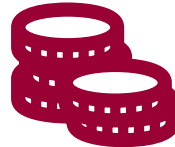
Embedded within our operating procedures are a set of policies that ensure that we remain vigilant, and combat slavery and human trafficking across our business.



Communicate our vision with all employees and business partners. This includes our policies on the issue of modern slavery and human trafficking.



Operating in accordance with globally recognised industry standards, and the law.



Directly pay our employees, not using an agency or third party.



As much as possible, we recruit our talented employees directly, again negating the need for an agency or third party.



Employ and nurture local talent to support our local community and the area to which we owe so much.

# Risk Assessment

We have assessed our business for the potential risk of modern slavery and human trafficking. The two key areas that require consideration are within our own workforce, and within the supply chain.

## Our workforce

We consider that the potential for the risk of modern slavery and human trafficking within our own workforce is very low. This is because of our robust employment and operating practices that ensure we are as diligent as possible.

Across our workforce, only 2% are not directly recruited by AP Mitchell, and the outstanding individuals who come to us from an agency do so from a trusted organisation who have their own due diligence procedures and hold similar work values to ourselves.

## The supply chain

We consider that the potential for the risk of modern slavery and human trafficking within the supply chain to be higher than within our own workforce.

Acknowledging this as a building services company we must therefore be vigilant. To mitigate this risk, we use suppliers that align themselves with our core values, or who have been vetted by an appointed contractor for whom we are operating.

# What the Future Holds

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In 2024, we will report against the following criteria as part of our annual Modern Slavery and Human Trafficking Statement:

- Employee recruitment.
- Investigations undertaken into any reports of modern slavery, and the actions taken as a response.
- Employee training.
- Updating our policies.

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A handwritten signature in black ink that reads 'A. Mitchell'.

**Adam Mitchell**  
Director  
AP Mitchell Group

A handwritten signature in black ink that reads 'Paul Mitchell'.

**Paul Mitchell**  
Director  
AP Mitchell Group