



Slavery & Human Trafficking Statement

Introduction from the Group Managing Director.

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

Our Business

Trading as Beacons Business Interiors (Bbi), the group works with many UK blue-chip companies to help provide the best, most efficient, ergonomically designed work environments for their people.

Priding ourselves on the emphasis placed on service and client requirements we offer a comprehensive range of facilities services and products to deliver facility solutions that work – and work well.

The group has its head office in the UK and all trading outlets are in the UK. The group has an annual turnover in excess of £29m

Our Supply Chains

Our supply chains include the provision of furniture, fittings and fixtures principally related to refurbishment and fit out of office environments.

Our Policies on Slavery & Human Trafficking.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence in Relation to Slavery & Human Trafficking.

As part of our initiative to identify and mitigate risk and to ensure optimum control we will

- We limit the geographical scope of our supply chain to ensure optimum supervision.
- Where possible we build long standing relationships with local suppliers
- Make clear our expectations of business behaviour with regards to national or international supply chains,
- Our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We expect each entity our supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain.



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- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. Bbi Directors, Account and Departmental Managers are responsible for compliance in their respective departments and for their supplier relationships.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

Our Effectiveness in Combating Slavery & Human Trafficking.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

Completion of House Audits by Finance & Compliance Departments

- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and
- Their understanding of and compliance with our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year

A handwritten signature in blue ink, appearing to read 'S. Lesbirel', with a stylized flourish at the end.

Steve Lesbirel

Group Managing Director

19th December 2016