

# METCOR GROUP LIMITED

# MODERN SLAVERY STATEMENT

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## A) ORGANISATION

This statement applies to Metcor Group Limited, incorporating Metcor Environmental Ltd, Anglo Pumps Ltd, Aylesford Electrical Contractors, (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2024/2025

## B) ORGANISATIONAL STRUCTURE

Metcor Group Limited has a head office based in Gravesend in Kent where the majority of employees work:  
Metcor Environmental - 185 staff (4 directors, 11 managers, 10 supervisors, 51 office, 109 engineers)  
Metcor Environmental – Leigh, Manchester – 37 staff (1 manager, 1 supervisor, 5 office, 30 engineers)  
Anglo Pumps are based in Bedford - 39 staff (1 MD, 1 manager, 5 supervisors, 11 office, engineers 21)  
Aylesford Electrical Contractors based at head office in Gravesend – 47 staff (2 Directors, 4 managers, 4 supervisors 11 office, 22 engineers, 4 apprentices)

### Business Description

Plumbing and Drainage Engineers in residential commercial properties, plumbing drainage, jet washing, CCTV camera surveys, "no dig" pipework repairs, Pipe excavation and Replacement, Sewer/Septic tank unblocking, Drainage and Tanker services, Installation of Pump Stations including installation of Sewage Treatment Works and maintenance of the Station/Works, including Building Management, Electrical Work, Gutter Clearance, De-Scaling of Waste Water Systems at Commercial Premises, Biodegradable treatment and disposal of Grease/Fat and waste oils for the food industry. Sale, Supply, Installation, Maintenance, and Repair of Pumps, Fans and Associated Equipment.

The labour supplied to the Metcor Group Limited in pursuance of its operation is carried out in the United Kingdom. We are a nationwide company and cover all regions with the exception of Northern Ireland.

## C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom and in many cases exceeds those minimums in relation to its employees.

## **E) SUPPLY CHAINS**

In order to fulfil its activities, the Organisation's main supply chains include those related to Materials and plant, uniform, stationary – all located/sourced from the UK.

We understand that Metcor Group Limited first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

## **F) POTENTIAL EXPOSURE**

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **G) STEPS**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Measures in place to identify and assess the potential risks in its supply chains
- Create action plans to address risk to modern slavery
- Any actions taken to embed a zero-tolerance policy towards modern slavery

## **H) KEY PERFORMANCE INDICATORS**

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Supply Chain Questionnaires
- Sub-Contractor Questionnaires
- Robust Recruitment Procedures

## **I) POLICIES**

The Organisation has the following policies which further define its stance on modern slavery:

Modern Slavery Policy  
Corporate Social Responsibility Policy  
Supplier Code of Conduct  
Recruitment Policy

## **J) TRAINING**

The Organisation provides the following training to staff to effectively implement its stance on modern slavery:

Induction Training includes providing information on Modern Slavery Policy

## **K) SLAVERY COMPLIANCE OFFICER**

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

A handwritten signature in blue ink, appearing to read 'Nico Gaisman', is positioned above the printed name.

**Nico Gaisman**

**CEO**

**Date of approval: 06/05/2025**

**To be Reviewed: 05/26 (Unless legislation requires earlier review)**