




Modern Slavery Act, 2015

COMS Statement

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| Title | Document Number | Rev No | Date |
|---|--|---|------------|
| Modern Slavery Act, 2015 - COMS Statement | COMS S009 | 07 | 03/10/2023 |
| Author | Checked by | Approved by | |
| 24/10/2023 X  | 09/01/2024 X  | 09/01/2024 X  | |
| Amy Sutherland Assistant Business Support Manager Signed by: Amy Sutherland | Grant Taylor Associate Operations Director Signed by: Grant Taylor | Matthew Garratt Commercial & HSE Director Signed by: Matthew Garratt | |

Revision History

| Revision | Issue Date | Alterations/Additions | Initials |
|----------|------------|--|----------|
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| 1 | 19/01/2018 | First Issue | CW |
| 2 | 10/01/2019 | Document reviewed without any required alteration. Saved on new COMS template. | CW |
| 3 | 17/12/2019 | Reviewed without any changes being made | CW |
| 4 | 10/12/2020 | Reviewed without any changes being made | CW |
| 5 | 02/12/2021 | Reviewed without any changes being made | CW |
| 6 | 01/11/2022 | Reviewed without any changes being made | CW |
| 7 | 03/10/2023 | The risk statement has been updated and the provisions for new supplier assessments and supplier code of conduct has been updated. | AS |
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Associated Documents

| Document Type | Number | Title |
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| Procedure | Q019 | Supplier Code of Conduct |
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A Statement from the Directors of Cumbria O&M Services

Cumbria O&M Services are committed to providing the highest standards of health, safety and welfare for all our personnel and undertake to adhere to the requirements of the Modern Slavery Act 2015.

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.

Although we are not legally obliged to implement the legislation as we fall below the turnover threshold, we do have a moral obligation to comply with the spirit of the Act and have taken the following common-sense steps to safeguard our workforce.

- All personnel are UK residents and typically live local to their place of work.
- All personnel are required to produce a basic disclosure check prior to commencing work.
- All personnel undergo initial basic security vetting before advancing to SC clearance (UKSV).
- We encourage all our people to challenge all undesirable or unsafe conditions, without fear of discrimination and to freely refuse to undertake any activities which fall short of our safe working expectations.
- We assess ourselves to have a low risk of modern slavery in our business and our supply chain. Our supply chain is very small, i.e. consumables, office rentals etc. New suppliers undergo a new supplier assessment and we provide a supplier code of conduct. Suppliers to our organisation may be subject to audit. Any sub-contractors responsible for delivery are vetted to ensure their compliance with the Act.