



NOT JUST COOLING – MODERN SLAVERY STATEMENT

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

This statement is made in compliance with section 54, clause 5 of the Modern Slavery Act of 2015 and relates to our financial year 1st February 2020 to 31st January 2021. It sets out the steps that Not Just Cooling Ltd has taken to ensure that modern slavery and human trafficking does not occur in our supply chain.

ORGANISATIONAL STRUCTURE, BUSINESS AND SUPPLY CHAINS

Not Just Cooling Ltd are a Nottingham based air conditioning company. We design, install, service and maintain refrigeration and air conditioning systems in commercial, industrial and residential premises across the UK.

We are a privately owned business, managed by directors and our business activities are conducted solely in the UK.

Our supply chain includes the following:

- **Suppliers of materials, parts and services**
We have a small supply base all of which are corporate organisations/ main dealers whom have their own policies relating to ethical trading, human rights and the prevention of modern slavery and human trafficking.
- **Sourcing of labour through sub-contractors**
We try to avoid the use of sub-contractors, but when the need arises we utilise local independent small self-employed resources with less than 5 employees.
- **Sourcing of labour through recruitment agencies**
We do not use recruitment agencies nor use ad hoc labour.

RESPONSIBILITIES UNDER THE ACT

Not Just Cooling Ltd. is committed to fair, ethical and transparent trading and has a zero tolerance to Modern Slavery and forced labour in any form, Human Trafficking, Human Rights Violations and child labour. The Owner/ Director is committed to ensuring that such practices do not occur in our supply chain or in any other part of our business.

DUE DILIGENCE

Based on an assessment of our business and our industry, we believe that there is a low risk of modern slavery in our supply chain. We recognise, however, that the eradication of modern slavery is the responsibility of all and we are committed to taking steps that are proportional to the size of our business and the resources available to us.



To ensure that modern slavery and human trafficking does not exist in our supply chain or our company, Not Just Cooling will:

- Ensure that all our employees are legally employed, are paid at least the minimum wage, have the right to work in the UK and are treated with dignity and respect.
- Ensure that all of our sub-contractors are aware of and compliant with UK employment law and practices through pre-qualification questionnaires.
- Ensure that all of our sub-contractors confirm that they will comply with our Anti-Slavery Policy and Code of Conduct through pre-qualification questionnaires.
- Include the requirement to comply with the Modern Slavery Act 2015 in our Supplier Terms and Conditions.
- Continuously monitor and assess the risk of Modern Slavery in our supply chain so that we can take necessary steps if anything changes.

TRAINING

All key employees have been trained on fundamental principles of the Modern Slavery Act 2015 and have a high level of understanding of the act and the risks present in our supply chain.

Our Anti-Slavery Policy has been communicated and is available to all staff to read. New staff are introduced to the policy as part of their induction.

ORGANISATIONAL POLICIES

Our Anti-Slavery Policy takes into account and complements the following organisational policies:

- Training and Induction policies

This statement has been approved by the Owner/Directors for Not Just Cooling Ltd.

Lee Davies

Heidi Davies

Owner/Director

Director

Date: 01st September 2020