



## **MODERN SLAVERY STATEMENT 2023**

**George Nicolson have taken, and will continue, to take to steps to understand and minimise the potential risk of modern slavery in our business and supply chains.**

### **About George Nicolson**

Our principle activities are painting and decorating within various markets including commercial, retail, leisure and private housing throughout the U.K. We are capable of organising and completing any type or size of decoration project.

George Nicolson trade only from our offices at 96-98 Salamander Street, Edinburgh, EH6 7LA and are fully committed to operating with high ethical and professional standards.

### **Our Commitment to the Modern Slavery Act (2015)**

George Nicolson is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for all our employees. We wish all our employees to feel confident in exposing any wrongdoing without any risk to themselves.

Our recruitment process ensures all prospective employees are legally entitled to work within the UK.

We wish to ensure that there is no servitude, forced and compulsory labour, human trafficking or slavery in our company or within its supply chain.

### **Our Supply Chain**

George Nicolson will not form a contract with any supplier or subcontractor who is knowingly involved in slavery or human trafficking and ask that our suppliers and subcontractors ensure their supply chain act in the same manner.

We build long-standing relationships with local suppliers and make clear our expectations of business behaviour, including references to modern slavery and human trafficking.

### **Our Policies In Relation To The Modern Slavery Act 2015**

The following policies are available to all staff and contained within the Staff Handbook 2023 (Rev B). (A copy of which has been sent to every employee):

- Code of Conduct
- Equal Opportunities & Harassment Policy
- Modern Slavery Policy

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## Embedding The Principles

George Nicolson will continue to embed the principles through:

- Providing awareness training to all staff on the Modern Slavery Act 2015.
- Ensuring staff involved in recruitment are aware of and follow modern slavery guidance
- Ensuring all new employees receive a copy of the Staff Handbook which incorporates our Modern Slavery Policy.
- Ensuring that modern slavery risks and preventions are included in our company processes as an employer.
- Ensuring staff involved in buying or procurement activities are aware of and follow modern slavery procurement guidance on GOV.UK.
- Having procedures in place to encourage the reporting of concerns and the protection of whistle blowers.

**This statement has been approved by Ewan Nicolson, Joint Managing Director, for the financial year ending 31 March 2024. The statement will be reviewed and updated where necessary on an annual basis.**



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Ewan Nicolson  
Joint Managing Director

Dated: 28/9/23