

Modern Slavery Statement

2018/19

Report modern slavery concerns in our business or our supply chain using this link: [Report Concern](#)



INTRODUCTION

Carlick Contract Furniture Limited (“Carlick” or “the Company”) is not required to produce a modern slavery statement under the provisions of the Modern Slavery Act 2015. However, the Company recognises the importance of this new legislation and is pleased to set out its commitment to counteracting modern slavery, the fastest growing crime worldwide.

The Company will do all it can to encourage and support other businesses especially those businesses in the supply chain, to join the fight against modern slavery.

The Company wants clients to know that they can buy with confidence from an ethically responsible, Modern Slavery Act compliant business. Carlick has partnered with a specialist anti trafficking organisation (Safe & Free), to ensure that the Company remains properly informed and equipped to ‘modern slavery proof’ its business.



OUR MODERN SLAVERY COMMITMENT

- ✦ We commit to protect/support our employees and business against the threat of modern slavery;
- ✦ We use our commercial and relational influence to encourage suppliers to adopt a similarly ethical position;
- ✦ We strive to increase transparency across our business and supply chain, making it more difficult for Modern Slavery to exist within our spheres of influence and control;
- ✦ We continuously review policy to ensure it identifies and mitigates Modern Slavery threats wherever they may occur;

ABOUT OUR BUSINESS



The Company is a UK manufacturer of contract furniture for leading pub, bar and restaurant groups. It is a medium sized business which is operated and managed from a 100,000 sq ft site located at Junction Eco Park, Swinton, M27 8LR where it employs approximately 120 staff. Carlick’s supply chain has just over 400 regular suppliers which are primarily based in the UK. A small number of suppliers operate from Central and Eastern Europe.

DUE DILIGENCE

Neil Harrison, Managing Director of Carlick Contract Furniture believes that Modern Slavery is a challenge facing every modern business and not just those few that were specifically obligated under the Modern Slavery Act. He wants the Company to provide a positive example to other businesses in this sector but also to provide leadership within the supply chain where he believes that there is a huge opportunity to influence suppliers positively.

Neil and the senior management team are absolutely committed to maintaining a slavery free workplace. Neil believes however that there are synergies which can be unlocked when working collaboratively with suppliers and clients.

Dave Chapman is the company's Health and Safety manager. He is also the single point of contact ("SPOC"). Dave has an enhanced knowledge and understanding of modern slavery issues and threats and provides support for the rest of the management team as required. The Company has partnered with Safe & Free, which has extensive experience in the identification, rescue and prevention of human trafficking. The Company can readily access specialist advice and support if faced with a specific modern slavery issue. This partnership has also enabled innovative approaches to staff training, transparency and to our internal and external auditing activities.

MODERN SLAVERY ACTION UPDATE

Last year the Company mapped its business activities to identify those areas of operations which have the greatest risk of exposure to the modern slavery threat.

The Company held nine modern slavery training courses in which it trained 90 staff from roles considered to be at greater risk of slavery.

All staff including managers in these higher risk areas of operation have now been trained. They understand the extent to which this threat affects their industry, how they could recognise a victim and what to do if they have suspicions.

Dave Chapman is the designated single point of contact (SPOC). He is trained and able to support gatekeeper managers or other staff members about a modern slavery issue or concern. All new staff are inducted by the SPOC who provides training materials and briefings in which their knowledge and understanding can be tested.

New policies are written to leverage synergies for modern slavery prevention. In this way the organisation was able to more rapidly implement effective slavery prevention activities and audits.

The Company worked with Safe & Free and conducted multiple and unannounced internal staff audits of the vehicle fleet drivers to spot signs of slavery and substance dependency. This approach has been introduced into other areas of regular internal audit activity. In this way, the company undertakes multi-purpose modern slavery staff audits and is able to do so more frequently than would otherwise have been possible. This communicates its importance to staff and keeps modern slavery at the forefront of everyone's mind.



The Company has acted to reduce risk within its business and supply chain by increasing transparency. This was achieved by installing an independently run and managed Modern Slavery reporting mechanism which is accessible from the Company website and which is embedded into the modern slavery statement. The link is on the cover sheet of this report but can also be accessed [HERE](#).

A high-level risk assessment has been undertaken across the supply chain for suppliers with an overall spend of £1000 or more. The supply chain has been further dissected into higher and lower risk businesses. The Company is satisfied that it has been able to reduce the threat from its higher risk businesses through communication of its values and expectations and from assurances and commitments received via the Requests for Information.

The Company used its commercial and relational influence to encourage one higher risk supply chain company (at a raised level of risk because of geo-political factors), to commit to working with Safe & Free. In this way this higher risk business will be able to evidence the steps it has and will be taking which mitigate its risk.

ACTION PLAN 2018-19

All new employees receive Modern Slavery training inputs on induction and where these new employees are supplied through recruitment agencies we will verify that these agencies also actively support that awareness raising.

The Company will continue to expand the process whereby modern slavery audits are integrated into other routine internal audit procedures. This will include testing for the level of knowledge and understanding on modern slavery. Where knowledge levels are found to be inadequate those staff members will be given additional training on spotting the signs and reporting suspicions of modern slavery by their manager or by the SPOC.

[The modern slavery reporting mechanism](#) embedded into our modern slavery statement is currently publicised to company staff only. To increase transparency we will actively publicise this independent reporting mechanism to clients, suppliers and to the wider public. The larger the pool of connected people that are aware the greater is the transparency it provides around potential for exposure to modern slavery.

In the coming year the company will ensure that this reporting mechanism is available in the first languages of the workforce. The company is also ensuring that the new “ten minute briefings” are supported by materials written in the first languages of the workforce.

The Company will ensure that management training receives an adequate level of priority in the coming year.

The Company has asked its modern slavery partners to undertake an audit in one of the supply chain companies (identified as having a raised level of risk). The Company will do this to provide reassurance that the RFI process is being taken seriously and that the Company can have confidence in the responses that are being received from within the supply chain.

The Company will prioritise assessment and monitoring of risk within its supply chain. The company will encourage suppliers to increase transparency using a whistle-blower scheme similar to the one operated on our behalf by [Safe & Free](#).

The Company will seek to initiate and develop collaborative relationships with clients and customers so that all are better equipped to defeat the threat from modern slavery.

MEASURING EFFECTIVENESS

The Company will measure the effectiveness of its modern slavery mitigation efforts through the coming year as follows:

1. Carlick will record its use of marketing and communications techniques to publicise their modern slavery strategy and to increase the awareness and reach of the independent reporting mechanism.
2. Carlick will work with its modern slavery partner to interpret and take appropriate action in respect of all reports received through its public audit tool.
3. Carlick will record the numbers of training sessions provided.
4. Carlick will ensure that all staff have been briefed about the risks and signs of modern slavery.
5. Carlick will build modern slavery awareness into other internal audits such as the annual financial audit and the health and safety audit.
6. Carlick will record the numbers and types of internal modern slavery audits
7. Carlick will seek to measure its influence on other businesses within its supply chain.
8. Carlick will review its progress at the end of the year and will produce a modern slavery statement incorporating an action plan for the year 2019-20.

Signed



Board Member



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