

Modern Slavery and Human Trafficking Statement

Torsion Group Limited is fully committed to ensuring that slavery and human trafficking (within the meaning of the Modern Slavery Act 2015) are not taking place in any part of our own business or in our suppliers and sub-contractors. This policy statement sets out the approach that Torsion Group has taken over the financial year ending December 2017 and intends to take over the next financial year (2018).

Torsion Group Structure

Torsion Group is a privately owned independent development and construction business, specialising in the construction of student accommodation, residential projects and housing.

Established in March 2015, we now have offices in Yorkshire, the Midlands and the North West and employ a 70+ experienced and empowered team at our offices and sites across the Midlands and Yorkshire. We have continued to double in turnover every year since inception, with an annual turnover of £29.5m in 2017 and forecasted to reach £53.5m in 2018. Our average project size is £22m.

In addition to our own employees, our business heavily relies on us having the right supply chain in place and we have relationships with a significant number of excellent sub-contractors and consultants whose employees work on our projects every day. We also rely on suppliers and manufacturers who will source products from their supply chain. Our work takes place wholly in the United Kingdom.

Definitions

Torsion Group 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; and
- Being physically constrained or to have restriction placed on freedom of movement.

Our Commitment

We acknowledge our responsibilities in relation to tackling modern slavery and commit to complying with the provisions in the Modern Slavery Act 2015. We are committed to ensuring, so far as we are able, that there is no modern slavery or human trafficking in our supply chains, or in any part of our business.

We do not enter into business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

How we assess and manage risk

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

We take the view that modern slavery and human trafficking can occur anywhere in our operations, whether through our directly employed individuals, sub-contracted employees, agency workers, consultants or in the supply of materials.

The steps we have taken so far to identify and mitigate risk in respect of modern slavery and human trafficking are:-

- We check that all employees have the right to work in the UK upon commencement of their employment;
- We require our sub-contractors, suppliers and the labour agencies on our Supply Chain Lists have procedures in place to ensure their employees have the right to work in the UK;
- We aim to only engage agency workers from suppliers on our Supply Chain List;
- We procure the majority of our directly sourced materials from UK based companies that are required to comply with UK laws on forced labour;
- We check that anyone on our Supply Chain List who is legally required to have a Modern Slavery and Human Trafficking Statement does so;
- We have reviewed the contracts we have with our supply chain and amended these to require compliance with the Modern Slavery Act

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Our Policies

In addition to our Modern Slavery and Human Trafficking Statement and our position of zero tolerance of any form of modern slavery, we have an Equal Opportunities Policy in place which sets out the conduct and behaviour we expect from all our employees in their treatment of others.

We will also be introducing a Whistle-blowing Procedure so that any employee or third party can confidentially raise any concerns.

Next Steps

Being a relatively new business, we are early on in our journey towards putting the right processes and procedures in place to mitigate the risks in respect of modern slavery and human trafficking.

We have recognised the need to do more with regards to training to ensure that all our employees have a deeper understanding and are able to identify any potential unlawful or unethical conduct with our operations and supply chain;

We will continue to monitor the effectiveness of our actions so far against modern slavery and human trafficking and continue to review our pre-qualification process for the appointment of new organisations to our Supply Chain Lists. We will also continue to assess the potential risks with our existing supply chain.

As our approach to modern slavery and human trafficking develops, we will also look at devising a process of measuring our performance, e.g. having key performance indicators in place, so that we can assess how we are doing and what more we could do.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and constitutes Torsion Group's modern slavery and human trafficking statement for the financial year ending 31st December 2017. It will be reviewed for each financial year.

For and on behalf of the board

Dan Spencer
CEO
July 2018