

Rand Associates Consultancy Services Limited

Modern Slavery Act 2015

In October 2015 the UK Government introduced the 2015 Modern Slavery Act. The Act requires that companies operating in the UK, with a Group turnover of more than £36million per year to publish a statement setting out the steps that they have taken during the financial year to ensure that slavery and human trafficking are not taking place:

- Anywhere in their supply chains;
- In any part of their own business.

Rand Associates do not have a turnover of more than £36m but we can state that we have no acts of modern slavery within our organisation, and all employees are treated fairly and equally, but we recognise we need to be vigilant and committed to driving out potential acts of modern day slavery from our supply chains. Our responsibility under The Act is to ensure transparency in the provision of all our goods and services.

The organisational structure of the business is a limited company trading for 40 years with our core disciplines being Quantity and Building Surveying. Most of our clients are Local Authorities and Housing Associations. We are also authors of the M3NHF Schedule of Rates with its associated specialist modules.

As part of Rands due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Rand will not support or deal with any business knowingly involved in slavery or human trafficking and have zero tolerance of any threat of physical or sexual violence, harassment or intimidation against employees and their family, or close associates.

The Company Directors shall take the responsibility for implementing this policy statement and its objectives and will provide adequate resources including ongoing training. They will also ensure that slavery and human trafficking is not taking place within the organisation or our supply chains.

This policy statement will be reviewed annually

Signed	
Position	Director
Date	3rd January 2017