

Modern slavery statement

Organisation

This statement applies to PiLON Limited (referred to in this statement as 'the Organisation'). The Organisation's 2023 financial year ended on 30th November 2023 and the information included in the statement refers to the 2023 financial year.

Organisational structure

The statement applies to all PiLON employees, regardless of their work location, in UK or other countries. The board of directors, leadership and senior management teams are all responsible for ensuring compliance with the statement.

PiLON is an award-winning contractor providing refurbishment, compliance and planned maintenance services to the social housing sector across London, South-East and Midlands.

The labour supplied to the Organisation in pursuance of its operation is carried out in United Kingdom and there are no overseas company subsidiaries or group companies.

Definitions

The Organisation 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
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not knowingly enter into business with any other organisation, in the United Kingdom or abroad, which supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom and in many cases exceeds those minimums in relation to its employees.

Supply chain

In order to fulfil its activities, the main supply chain of the Organisation includes those related to the supply of workmanship services and construction materials from various suppliers.

Potential exposure

In general, the Organisation considers its exposure to slavery/ human trafficking to be relatively limited due to robust internal checks as well as supplier approval processes which incorporate a review of the controls undertaken by the supplier.

Steps

The Organisation is implementing due diligence processes in relation to ensuring slavery and/ or human trafficking does not take place in its organisation or supply chain, including conducting a review of the controls of its suppliers.

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

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation is taking the following steps to ensure that modern slavery is not taking place:

- putting measures in place to identify and assess the potential risks in the supply chains
- creating action plans to address risk to modern slavery
- taking a zero-tolerance approach towards modern slavery
- training relevant colleagues on modern slavery

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

1. Modern Slavery Training

100% of board of directors and senior management team will have undertaken Ihasco's CPD Accredited Modern Slavery eLearning training by 30th June 2024. New joiners to the board of directors and senior management team to undertake the course within six months of joining.

Policies

The Organisation has the following policies which further define its stance on modern slavery: Recruitment and selection policy, Equality and diversity policy.

Reporting Modern Slavery

The Company has appointed the Head of People and Culture as the main point of contact to report any concerns regarding Modern Slavery. Any such concerns must be made in writing and addressed to people@pilon.co.uk.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 1st October 2023

Signed:



Print name: Vlad Nedelcu

Job Title: Managing Director