

Modern Slavery & Human Trafficking Statement

This policy statement sets out the steps that we have taken to understand the risks, and the procedures to try and ensure there is no slavery or human trafficking in our business or that of our supply chain. This statement relates to actions and activities during the financial year October 2019 to September 2020

Phoenix are a specialist Mechanical & Electrical contractor working within the construction industry, primarily within London and the South East. We have 3 subsidiary companies MSC Enterprises Ltd Marcoe Electrical Ltd and PhoenixTrescray Ltd. For operational purposes, our business is organised across multiple sites and overseen by our head office.

We have a zero-tolerance approach to modern slavery of any kind within our organisation, and as per our Corporate Social Responsibility policy, we are committed to acting ethically, professionally and with integrity in all our business dealings. Additionally, we have a system in place via our Whistleblowing Policy & Procedure, that allows and provides support to anyone who in good faith raises genuine concerns about potential modern slavery occurring within any part of our own business or within our supply chain

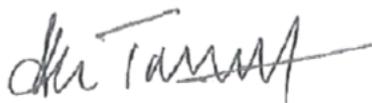
We have longstanding relationships with our supply chain, the majority of which is made up of UK based subcontractors who carry out works and/or provide services on our sites and suppliers who provide mechanical and electrical materials and fittings. We do however contract with suppliers from (or who operate) on other jurisdictions. Several of our suppliers will have turnover that require them to publish under the Act, but we encourage all our supply chain to comply with the intent & spirit of the Act.

The biggest risk of slavery & human trafficking within our supply chain comes from companies whose operational and procurement activities are outside of our direct control. To that end, all companies are subject to a prequalification process which covers a number of areas, including equality and health, safety and environment. Phoenix ME will not deal with or support any business knowingly involved in slavery or human trafficking.

To ensure a high level of understanding of the potential risks within our business and supply chain this policy will be made available to all new employees at induction and will make awareness training available to all employees responsible for assessing supplier standards. All directors have been briefed on the subject.

We do not have specific KPI's relating to modern slavery or human trafficking as any instance discovered would be deemed noncompliance and a breach of employment law, our employment practices or company policies. We will carry out a review exercise to gauge the effectiveness of this policy, and via emerging case law, look to ensure we are adopting best practice.

This statement has been approved by our Board of Directors and is made in accordance with section 54(1) of the modern slavery act 2015. For transparency, this statement will be published on our website for the public, employees, clients and stakeholders to view



Alan Tarrant
Managing Director

4th January 2020

