

MODERN SLAVERY ACT 2015 - TRANSPARENCY STATEMENT 2020

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the “Act”) and can occur in various forms including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

Maintenance Management Limited (‘MML’) is committed to supporting the aims of the Act, acting ethically and with integrity in all our business dealings and relationships, implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or those of our contractors or suppliers.

In accordance with the provisions of section 54 of the Act MML presents its annual statement for the year ended 31 December 2020.

1. BUSINESS & STRUCTURE

MML is a leading provider of facilities management (FM) services, operating under a managing agent model with a customer-base predominantly the UK.

In our capacity as managing agent, MML delivers the full range of property and facilities maintenance services through a trusted network of suppliers and subcontractors.

In July 2019 the MML senior management team purchased the company from its previous owner.

2. PEOPLE

As of 01 January 2020, MML employed approximately 40 staff. We are committed to conducting business strictly in accordance with all applicable laws and regulations, including health & safety, environmental, anti-bribery, equality and employment legislation. This extends to maintaining high standards of behaviour amongst our employees through our training and development initiatives.

At MML we have established robust HR policies, processes, systems and controls to ensure:

- All employees undergo identity and Right to Work checks prior to commencing employment
- Any new applicant is suitable for the role that they have applied for
- Workplace equality policies and practices are in place, promoted and implemented
- Remuneration and benefit schemes comply with relevant UK employment legislation

We continually review and develop our policies, procedures, systems and controls to ensure compliance with the ever changing legal situation and ethical standards.

Our Employee Handbook, staff induction process and training programmes have all been adapted to include sections relating to Modern Slavery Act requirements.

Maintenance Management Ltd

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www.mmlfm.com    

We actively encourage our employees to confidentially report any concerns or breaches e.g. suspected unethical behaviour and wrong-doing. All matters raised either via whistleblowing or through the auditing processes are investigated and appropriate action is taken in accordance with our policies and procedures.

3. SUPPLY CHAIN

The managing agent business model means that, in most cases, MML procures all the direct and on-site maintenance services requested by its clients and is therefore reliant on its extensive network of trusted suppliers and subcontractors to deliver those services.

This places additional emphasis on MML in managing its supply chain and critically in the areas of legal and statutory compliance.

When we commence or renew relationships with suppliers and subcontractors, we seek assurance during negotiations that they operate the same high standards of corporate and ethical responsibility as we do ourselves.

Our standard Terms and Conditions of contract require that our suppliers comply with all legal requirements, which include adherence to the Modern Slavery Act. To reinforce this, all suppliers and contractors are obliged to participate in an industry recognised accreditation process, which includes the need to make formal statements of adherence to specific legal and statutory requirements. As this accreditation must be renewed annually, MML is able to monitor and audit that each supplier and subcontractor is currently compliant.

MML operate a policy that failure to achieve accreditation and compliance is a serious issue and appropriate remedial action will be taken.

4. RECENT DEVELOPMENTS IN OUR APPROACH

Following the changes in business ownership, MML is committed to continuing to consider the impact of modern slavery throughout its business and takes the necessary steps to ensure that the risk of modern slavery within its supply chain has been mitigated to the extent of our ability.

All employees have the tools and information available to them to report any concerns or breaches within MML or independently through modern slavery websites.

Maintenance Management Ltd

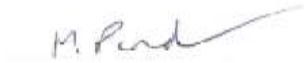
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5. COMMITMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes MML's slavery and human trafficking statement as agreed by the senior management.



Marc Pinder

Managing Director UK
Maintenance Management Ltd
1st January 2020

Maintenance Management Ltd

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