

Urb-it Modern Slavery Statement

This 2021 statement sets out Urb-it's actions and commitments

Introduction

This statement sets out Urb-it's actions and commitments to understand all potential modern slavery risks related to its business and to put in place steps to ensure that there is no slavery or human trafficking in its business or supply chains.

In today's modern age, despite vast global stances, Urb-it still recognises that it has a responsibility to take a strong approach to slavery and human trafficking and is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensure that its operations are free from slavery and human trafficking.

Our Values and Code of Conduct

Urb-it is committed to acting with integrity in all of its business dealings. Our Code of Conduct outlines the standards and behaviours that Urb-it upholds as a company, and that we expect wherever we conduct business, to ensure that the highest standards of honesty and integrity are maintained.

We also have companywide policies and documents that support our values and expectations. The following are relevant to Modern Slavery:

- Code of Conduct
- Environmental Policy
- Supplier Screening Survey
- IT Policy

It is expected by all our employees and workers to regularly read, understand and stay updated with these policies.

Employees and Workers

All new employees and workers are subject to full pre-employment checks to confirm their identity and right to work in the UK. All our employees and workers are paid above the National Living Wage and are provided with all statutory rights and benefits in line with our legal obligations.

The Chief Executive Officer and respective Country Managers have an overall responsibility for the organisation's anti-slavery policies and initiatives. Communication of our Modern Slavery Statement outlines the responsibilities of all employees to comply with the Act and encourages all employees to report any concerns or suspicions of modern slavery in any parts of our business or supply chains.

Supply Chains

Urb-it aims to purchase goods and services which are produced and delivered in circumstances which do not involve exploitation or abuse of any persons or the environment. We expect our suppliers to support and demonstrate our values and this includes standards across a broad spectrum of working conditions including fair pay, working hours, no child labour, non-discrimination and satisfactory health, safety and wellbeing.

Our Supplier Screening Survey is part of the evaluation and selection criteria for all goods and services purchased by Urb-it. Suppliers must commit to all areas of this policy and any serious breach of the policy may result in the termination of any business relationship. Where possible we expect all suppliers to have suitable anti-slavery and human trafficking policies within their businesses and to communicate those policies to their suppliers.

Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. We believe the risk of slavery and human trafficking within our own organisation is significantly mitigated as a result of our cultural values and commitment to ethical behaviour supported by our policies and practices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

This statement has been approved and signed by:

Kevin Kviblad
CEO
Urb-it London Limited