



Modern slavery statement for year commencing Jan 2017

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that M3 has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. M3 has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

M3 delivers a range of products and services to control maintenance costs in public, corporate, commercial and residential buildings. The M3 Schedule provides standard documentation detailing works descriptions, fully priced orders, contract conditions based on TPC 2005/8, requirement specifications for standards of workmanship, materials and operational conduct, and can be tailored to include specific items.

M3 products include software for managing schedule items, online repair reporting systems and repairs handbooks. M3 also offers Pamwin Plus, a complete system for appraising and managing development schemes.

M3 Consultancy advises on housing development appraisal, asset management strategies, maintenance policies and procedures, DLO reviews, and maintenance benchmarking.

M3 currently operates in all areas of the UK and the Republic of Ireland. The majority of our products are developed and produced by our in house team or our associates in the UK. A limited proportion of our goods and services are procured internationally.

Our high risk areas

The area of highest risk is the purchase of promotional gifts and tools and M3 choose to work with companies with high ethical standards where they can demonstrate integrity in their supply chain.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.]

Our suppliers

We conduct due diligence on suppliers and look to develop long term relationships with suppliers and source materials from local social enterprises wherever possible. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Training

We regularly conduct training for our staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.


Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on 3rd May 2023



Paul Flowers (Managing Director)

3rd May 2023