

# MODERN SLAVERY DECLARATION



## Declaration

SCCS Survey Equipment Ltd has published this statement in accordance with the Modern Slavery Act 2015.

The said Act requires any organisation with a “body corporate” annual turnover of £36m or above that operates in the United Kingdom (supplying goods or services) to produce this annual statement. The statement needs to detail steps taken in the financial year to ensure modern slavery is not taking place in any part of the organisation’s business or within its supply chain.

Total turnover means the turnover of the organisation any of its subsidiary undertakings (including those operating wholly outside the UK).

Turnover means the amount received from the provision of goods and services falling within the ordinary activities of the organisation or its subsidiary undertakings, after the deduction of:

- Trade discounts
- Value Added Tax
- Any other taxes

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as (but not limited to) slavery, servitude, forced and compulsory labour and human trafficking. These all result in the deprivation of a person’s liberty by another, in order to exploit that individual or individuals for personal or commercial gain.

## References

Company shall mean SCCS Survey Equipment Ltd  
Group shall mean Hexagon AB (Publ)

## Financial Accounting Period

The Company financial year end of the Company is 31<sup>st</sup> December.

## Company Structure & Purpose of Operations

The Company is part of the Hexagon Group AB (Publ) based in Sweden but operate independently within the group. The Company operates from premises at Alpha House, Alpha Drive, Eaton Socon, Cambs, PE19 8JJ.

The Company is registered at UK Companies house; registration number 5540080.

SCCS has two directors: Kevin Smith (Managing Director) and John Fraser.

The Company currently direct employ under 100 employees.

The Company hires, sells, repairs, calibrations and services surveying instrumentation and surveying consumables. We operate largely within the construction industry although do have customers in other fields (such as education and landscaping) who utilise our product base. To find out more about the Company please visit our website at: [www.sccssurvey.co.uk](http://www.sccssurvey.co.uk) and/or visit our companies house registration for publicly available business information.

# MODERN SLAVERY DECLARATION

Reference:	011.4.2022.CD
Revision No:	2
Date of 1 <sup>st</sup> Issue:	30/06/2022
Current issue date:	30/06/2023

## Purpose of Statement & Our Commitment

This statement sets establishes steps taken during the current accounting period (and ongoing steps) to prevent Modern Slavery and human trafficking within the Company operations including within its supply chain.

The Company is committed to identifying and preventing potential acts or omissions which might be considered as modern slavery or human trafficking. Such acts or omissions will not be tolerated by the Company, and it will do all that it reasonably can to put in place suitable and sufficient measures to counteract such risk within its operations and that of its supply chain.

The Company expects our customers and supply chain partners to operate to a comparable standard of business ethics and values.

## Company policies, practices & training

Our commitment to conducting business ethically and responsibly is reinforced through:

- Group level legal compliance guidance
- Recruitment onboarding compliance checks
- Company induction training
- Companywide training programmes
- Company policies
- Company risk assessment
- Company employee communication and consultation including Company briefings
- Supply chain annual assessment by audit (and ongoing assessment in day-to-day operation)

The Company operates in accordance with (but not limited to) the following policies:

- Modern Slavery Policy
- Anti-Bribery Policy
- Supply Chain Management Policy
- Sustainable & Responsible Procurement Policy
- Supplier Code of Conduct
- Company Ethical Trading Policy
- Company Code of Business Conduct
- Whistleblowing Policy
- Equal Opportunity and Diversity Policy
- Working Hours Policy
- Fatigue Management Policy
- Communication and Consultation Policy
- Welfare Policy
- Counterfeit Goods Policy

All Company policy is reviewed a minimum of annually (or sooner if required) and endorsed at Director level.

In addition to Company policies and operational practices the Company has a full portfolio of risk assessment pertinent to its business operational risks.

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The Company has a programme of Companywide training covering a range of topics that include health & safety, best practice and legal compliance topics. Refresher training is set at group level at suitable interval as required.

All personnel are required to produce evidence of their right to work in the UK in line with current UK government best practice guidance.

The Company has specifically carried out (refresher) training for all its personnel on the topic of modern slavery during March 2023.

## Identified Risks

The Company has identified the following potential risk areas (for potential Modern Slavery & exploitation practices) within its operations:

- Recruitment of personnel
- Use of agency staff via recruitment agencies
- Procurement of goods from suppliers
- Use of outside labour within its operations such as security, cleaning personnel, personnel who might service facilities such as alarms, security arrangements, electrical works (all of which fall under Company Supplier arrangements).

## Risk Management

The Company works closely with any recruitment agency engaged by it to ensure it operates to best practice standards.

The Company follows Group policy and current UK government guidance when carrying out modern slavery checks during the recruitment process.

The Company undertakes assessment of its supply chain on an annual basis by supply chain audit questionnaire. Responses are assessed by personnel competent to do so (with Health & Safety and HR qualification). The Company is able to refer any concern to its group level compliance team and group legal.

The Company maintains a Modern Slavery risk assessment document which is reviewed a minimum of annually.

## Key performance Indicators

All Company personnel are required to speak out and report any/all concerns pertaining to potential modern slavery and human trafficking/violation practices. No detriment shall be suffered by any personnel making such a report. Detrimental treatment is deemed to include (but not limited to) dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a legitimate concern.

For the financial period covered by this statement there have been zero reports made.

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## Compliance & Review

- 1. The Managing Director retains overall responsibility for managing compliance of with the remit of this statement.
- 2. This statement shall be reviewed annually (including the appropriateness of the content to Company operations) and endorsed at director level.
- 3. All SCCS direct employed personnel and personnel otherwise retained to act on behalf of the Company are responsible for working as trained and in accordance with Company instruction. Compliance failures and omissions will be handled appropriately by the Company senior management team.

## Statement Endorsement

Signed:

Print name: Kevin Smith



Position: Managing Director  
Revision No: 2

Date: 30<sup>th</sup> June 2023  
Next review: 29<sup>th</sup> June 2024