



Modern Slavery Statement

United Capital Investments Ltd Board Of Management

United Capital Investments Ltd. (United Capital) and its subsidiaries (collectively **United Capital Investments Group** "UCIG") understand the fundamental importance of ethical business and supply chain operations. We continue to monitor, review and take reasonable steps to ensure that slavery and human trafficking do not prevail in any aspect of our trading. We acknowledge our continued responsibilities under the Modern Slavery Act 2015 and, accordingly, have produced this Statement with respect to the prevention of modern slavery for the financial year ending 31st March 2021.

United Capital Structure & Business

UCIG provides residential upgrading, property re-development, new build homes, fire and security installation/maintenance and facilities management. The parent organisation is **United Capital** which is headquartered in Scotland.

Supply Chains

As a service provider, our supply chains are primarily related to the procurement of materials to deliver our services. We expect our suppliers to adhere to our standard procurement terms and conditions which ensure that our supply chains are contractually obligated to comply with the Modern Slavery Act 2015. We continue to engage with our suppliers regularly to collaboratively ensure compliance.

Group Policies

UCIG's Code of Ethics describes the values and principles which employees and suppliers are expected to uphold. All employees receive training on the Code of Ethics. This is complemented by a robust compliance organisational structure with representation at local and regional level, these ethics are addressed in greater detail through specific local HR policies.

Our recruitment practices ensure, through comprehensive identity checks, that individuals are free to work in the UK. All workers benefit from working conditions and terms and conditions of employment that meet or exceed all applicable UK, EU and other legislation on areas including working hours, holiday, pay and equality.

Due Diligence

It is the contractual duty and responsibility of all employees and associated persons to take whatever reasonable steps are necessary to ensure compliance with this Statement and **United Capital's** policies to prevent, detect and report any suspected bribery or corruption.

Employee Awareness

Senior Management is fully conversant with the UCIG's obligations arising under, and the measures taken to comply with, the Modern Slavery Act. All employees are briefed on their individual and collective responsibilities under the Act with this forming part of the induction programme for all new employees.