**Modern Slavery**

With regards to The Modern Slavery Act 2015, we want to ensure our clients that we, as a business, are independently audited every twelve months and that there is a Board Level understanding within Bell & Bain of the current relevant legislation. We have in house training and guidance to all appropriate and relevant staff which is aligned to their employment contracts. This has been a policy of Bell & Bain for many years.

Copies of guidance regarding Modern Slavery Act 2015 are available and given to appropriate members of management. As part of our ongoing training and continual staff development any updates to this act will be discussed annually or on an ad hoc basis when important and appropriate.

Bell & Bain are, of course, an equal opportunities and responsible employer (please see our separate Social Responsibility Statement). We are fully against the abhorrent traits of human trafficking, slavery, servitude, forced or compulsory labour and exploitation of any individuals’ liberties. Any relevant authorities, law enforcement or otherwise, would have the full and immediate support of Bell & Bain Ltd in the pursuit of any individual or entity involved in, or suspected of being involved in, any operations in contravention of the Act.

Bell & Bain do not sub-contract to any agencies for staff, with all employees (133 at the most recent count) working within Bell & Bain Ltd. facilities being employed directly by us, with full terms of contract. Additionally, Bell & Bain do not have any employee on a zero hours contract. All employees are paid at least the minimum wage regardless of age and experience, with the majority being well above this. We have a very low turnover of staff with many exceeding 10, 20, 30 and even 40 years’ service which we believe correlates to a safe, satisfactory and rewarding workplace. We see ourselves as an employer that takes care of our staff not only as employees, but also as individuals. We actively encourage professional and personal development and consider all staff to be very much part of a team that looks after each other. We take every possible step in our recruitment process to carry out appropriate background checks to ensure bona fide information on applications.

As a founding member of Scottish Print Employers Federation / Graphic Enterprise Scotland, now Print Scotland, we have always had a member of our management team on the board of this independent professional body that represents our industry in all legal, professional, training, H&S and HR matters.

We only work with well-established suppliers that have the correct and relevant qualifications/experience/accreditations and ethos/business practices that are in line with our own. We also do our own regular due diligence with all our suppliers on an on-going and regular basis to ensure they adhere to the standards we set as part of our own in-house ISO procedures. (See also our Anti-Bribery Statement).



Stephen Docherty
Chairman