

Pineapple Contracts.

Modern Slavery and Human trafficking Statement

This document should be read alongside our Ethical Trading Policy where many objectives are already embedded in Company Policy.

Pineapple Contracts annual turnover in 2020 was just over 14 million, substantially below the requirement threshold of 36 million as set out in Section 54 of the Modern Slavery Act 2015 (The Act.) This statement is therefore made as optional; to show our detestation of Slavery and Human trafficking and what as a company we have in place to negate its effect.

The Company

We are a furniture manufacturing company that has a good reputation for the supply of immensely strong furniture for challenging and severe environments. Pineapple Contracts were established in 1975 as a family business and this personal care to customers, suppliers and staff has continued to this day. We supply to any organization that is involved in the care and wellbeing of vulnerable adults and children. We see therefore first-hand through our clients the ravages of human mistreatment and exploitation, and its effect on individuals and society as a whole whether mentally, physically or financially.

All staff are recruited through reputable employment agencies, and are scrutinized under our Slavery Policy. These employment companies are known personally by management. Due diligence processes are in place to minimize the risk of modern slavery and staff are trained to this end. No forced, bonded or involuntary labour is used. No child labour shall be used. We will not employ a non-British resident who does not hold a valid passport and who is in breach of their visa conditions. Wages are above the National Living Wage as set out in the Governments NLW Act 2016. The standing of all staff is checked and references asked for as part of our KPI's

We will take a consistent, sustainable and continuous improvement approach that will increase our alertness of slavery and human trafficking year on year. We have a robust whistle blowing policy where there is no discrimination for alerting management to illicit practices.

Due to the relatively low turnover and small staff numbers, we consider ourselves as a low-risk company.

Our customers

We are confident that our customers fully support The Act simply because of the role of care they play. If any activity is detected or suspected we will not hesitate to refer the issue to the National Referral Mechanism for further investigation.

Our suppliers

We work closely with our suppliers and make regular contact or visits to ensure as far as able, our supply chain is free from exploitation. Our supply chain has view tiers and our biggest range that makes up the largest proportion of cell furniture is manufactured and assembled in the UK. Components are purchased from well-known and reputable companies and assembly is carried out in our own workshops. We have effective ears and eyes, and if any activity is detected or suspected we will not hesitate to refer the issue to the National Referral Mechanism for further investigation if immediate enquiries are ignored.

Training

Senior management in the company have recognised the need to address modern slavery and labour exploitation, and staff are aware of this in the company's own operations and in its supply chain. Governance systems are in place to monitor and prevent modern slavery and labour exploitation in the company's own operations and in its supply chain. Whistleblowing process gives guidance on reporting suspected instances of modern slavery and how to respond.

Pineapple staff are aware of the existence of modern slavery and the company's policy in relation to it. Staff responsible for the recruitment of workers are trained in how to recognise modern slavery and what to do if they suspect its presence. Staff who work with sub-contractor and agency workers are trained in how to recognise modern slavery and what to do if they suspect its presence.

Recruitment

Recruitment process includes Right to work check. Checks identify highly populated addresses. Payroll process includes check for multiple payments to the same bank account.

A handwritten signature in black ink, appearing to be 'Ap' followed by a stylized flourish.

April 2020

Amended March 2023