



**MJQuinn**

# Modern Slavery Statement

**2020**



***“MJ Quinn believe that every person has an entitlement to basic rights and freedoms, whoever they are and wherever they live. We are opposed to any form of modern slavery and work with our people and our partners to act in responsible and respectful manner, always.”***

**Mike Quinn, Chief Executive Officer, MJ Quinn**

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## **STATEMENT**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

MJ Quinn Integrated Services endeavour to carry out thorough checks on all our suppliers to ensure they are taking the necessary steps to comply with the act. As a business we undertake all reasonable and practical steps, including factory, warehouse and office inspections and audits where possible, to ensure standards are being adhered to and that local legislation and regulations are complied with. Any discrepancies found will be dealt with on a case by case basis in order to tailor remedial action appropriately.

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## **OUR APPROACH TO COMBATING MODERN SLAVERY**

- ❏ MJ Quinn are committed to being a responsible business and to respecting the rights of all.
- ❏ Modern slavery is unacceptable within our own operation and within the operations of companies we choose to work with and those who work on our behalf.
- ❏ We are committed to ensuring there is a transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.
- ❏ As a business we aim to act ethically and with integrity at all business dealings and relationships implementing controls to ensure modern slavery is not taking place anywhere in our business or those of our suppliers.

## ABOUT MJ QUINN

At MJ Quinn we believe in creating great connections, with our people, our customers and our world. We trust in our team and have a workforce skilled to meet the needs of a 21st century communications network.

MJ Quinn began in 1980 as a small electrical company working around the Merseyside area. Today the company has a turnover in excess of £100 million and work across the whole of the UK and Ireland.

Each day we enhance the UK's home and business lives through our efficient and innovative turnkey solutions. MJ Quinn are unique in our offer of fully integrated end to end design, plan and build solutions. As part of the Visabeira Group, we are able to utilise considerable expertise acquired over 30 years working across Europe and Africa allowing customer goals to be achieved and future success to be realised.

MJ Quinn is built on 6 core values which demonstrate what we stand for and what we celebrate; People First, Partnerships, Integrity, Accountability, Innovation and Excellence

Our values form our corporate culture and guide us in how we conduct ourselves and our business. You can find out more about us [here](#)

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## OUR COMPANY STRUCTURE

MJ Quinn is a private limited company registered at Oak House, Overbrook Lane, Knowsley Business Park, Liverpool, L34 9FB under company number: 0610178. We conduct all of our commercial activities through MJ Quinn Integrated Services Ltd and all involved must adhere to our code of ethics and use our centralised procurement and recruitment policies and processes.

MJ Quinn is under the ownership of Constructel, a Grupo Visabeira wholly owned subsidiary. More information on Grupo Visabeira's Corporate Responsibilities can be found [here](#)

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## OUR PEOPLE

MJ Quinn employ 329 people with 100% living and working in the UK. We work with approximately 1300 agency workers/self-employed contractors who support us with peaks and troughs in our work-flow. The majority of these people are all based within specialist operational roles.

This year we have recruited 93 people and converted 12 agency workers to permanent staff.

## OUR SUPPLIERS

MJ Quinn predominantly trade with national suppliers who have been audited during their trading history with us and whom we have confidence in to adhere to legislation in all areas.

Far East sources such as Envicoool are audited by both MJ Quinn and our customer meaning we are confident that they are compliant to not only our standards but to those of our customer.

Our key suppliers are the companies that support the running of our premises, such as our cleaning and security providers and the businesses which supply us with resource, assets and technology to enable us to deliver services to our clients.

MJ Quinn work hard to establish and maintain long-term relationships with our tier one suppliers. We operate a supplier and subcontractor policy and maintain a list of preferred suppliers and subcontractors. We conduct due diligence on all suppliers and sub-contractors prior to working with them.

## OUR POLICIES

MJ Quinn have several policies in place to govern how we – and those who work for and with us – will act to prevent modern slavery.

Policy:	Refers to:
Anti-Slavery and Human Trafficking Policy and Procedure	Responsibility, Prevention and Control Methods and Whistle Blowing regarding Slavery and Human Trafficking.
Anti-Bribery, Corruption and Business Ethics	Prevention, Deterrence and Detection of fraud, bribery and all other corrupt business practices.
Corporate Social Responsibility Policy and Procedure	Our approach to dealing with our people, clients, suppliers, local community and the environment.
Dignity at Work Policy	Bullying and harassment in the workplace.
Equality and Diversity Policy	Our commitment to eliminating discrimination and encouraging diversity amongst our workforce.
Gender Pay Gap Report 2018	The measure of the difference between men's and women's average earning across our organisation irrespective of role or seniority.
Procuring with Human Dignity and Business Ethics Policy	A set of standards based on the United Nations Universal Declaration of Human Rights
Whistle Blowing Policy and Procedure	A system for reporting information which in your reasonable belief points to a wrongdoing at work.

## OUR DUE DILIGENCE PROCESSES

Each supplier MJ Quinn enter into contract with are subject to satisfactory completion of our Supplier Evaluation Questions (IMSF 36). Within this questionnaire suppliers are asked to provide evidence of their equality, diversity and inclusion policies and their ethical trading and/or sustainable procurement policy. In addition to this, suppliers must provide confirmation of their conformity to the Modern Slavery Act 2015 and Work Time Regulations Act. Suppliers are specifically requested to provide a copy of their Human Trafficking Statement prior to any onboarding activities.

Our supply chain is regularly audited by our Safety, Health, Environment and Quality (SHEQ) Team and the MJ Quinn HR and Recruitment Department monitor the provision of agency workers via internal Pre-Employment Checks.

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## RECRUITMENT

All people working for or on behalf of MJ Quinn are appointed subject to satisfactory Pre-Engagement Checks. This includes a 'Legal Right to Work' check which involves verifying a person's right-to-work status, reviewing any visas or work permits.

For staff this process is managed by our HR Administrators. For engineers and third-party sub-contractors this process is managed by our Engineer Compliance Officer.

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## TRAINING OUR PEOPLE AND RAISING AWARENESS

All MJ Quinn employees undertake a full company induction. As part of this induction staff are fully briefed in regard to:

- 🔗 Anti-Slavery/Human Trafficking
- 🔗 Anti-Bribery, Corruption and Business Ethics
- 🔗 Corporate Social Responsibility
- 🔗 Dignity at Work
- 🔗 Equality and Diversity
- 🔗 Gender Pay Gap
- 🔗 Procuring with Human Dignity
- 🔗 Whistle Blowing

Existing staff are given periodic refresher training across all company policies and procedures and all documents are accessible at any time through our in-house systems.

## SCOPE OF THIS STATEMENT

This is MJ Quinn's first annual Modern Slavery Statement and covers the financial year ending 31<sup>st</sup> December 2019.

We welcome feedback to [enquiry@miquinn.co.uk](mailto:enquiry@miquinn.co.uk)

The board of directors for MJ Quinn Integrated Services have approved this Statement.

They have delegated authority to Alan O'Prey to sign this Statement on their behalf.



**Alan O'Prey**

Managing Director

MJ Quinn Integrated Services Ltd.

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