

MODERN SLAVERY STATEMENT

Organisation: Riverview Property Services LTD

Membership No: PENDING

Modern Slavery Statement

Riverview Property Services LTD

Effective Date: 31 July 2026

Review Date: 31 July 2027

Document Prepared By: UKRBA

1. Introduction

Riverview Property Services Ltd is committed to ensuring that modern slavery and human trafficking are not present in any part of our business operations or within our supply chain. This statement is published in accordance with the Modern Slavery Act 2015, Section 54, and sets out the steps we are taking to understand and address the risks of modern slavery within our organisation and our wider network of business partners.

This statement covers the financial year ending 31 July 2026 and has been approved by the leadership of Riverview Property Services Ltd. We recognise that modern slavery remains a serious global issue, and we are determined to ensure that our business practices contribute to eliminating this harmful conduct, both within our direct operations and amongst our supply chain partners.

Riverview Property Services Ltd is an Isle of Wight based small and medium sized enterprise providing commercial building, property maintenance and refurbishment services to businesses across the region. We are headquartered at 21 High Street, Ryde, PO33 2HW. Our business model involves direct employment of skilled operatives and tradespeople, combined with a network of local suppliers and subcontractors who provide materials, equipment, and specialist services to support our core operations.

We currently employ 18 people across our organisation, including site managers, surveyors, electricians, plumbers, general builders, and administrative staff. The majority of our workforce is based on the Isle of Wight, with all staff employed on permanent or fixed term contracts with competitive remuneration packages that comply with or exceed the National Living Wage.

Our supply chain comprises approximately 25 to 30 active suppliers and subcontractors, predominantly based in the South of England. These partners provide us with building materials, plant and equipment hire, specialist installation services, scaffolding, waste management, and other ancillary services. Most of these suppliers are small, established local businesses with whom we have maintained relationships for several years.

The nature of our sector, the scale of our operations, and the composition of our supply chain means that our exposure to modern slavery risks is considered to be relatively low. However, we take this issue seriously and have implemented policies and procedures to ensure we fulfil our legal obligations and maintain the highest ethical standards in our business conduct.

2. Risk Assessment

Riverview Property Services Ltd has conducted a thorough assessment of the modern slavery risks present within our business operations and supply chain. This assessment has been completed by our management team with input from our finance, human resources, and procurement functions.

2.1 Assessment Methodology

Our risk assessment considered the following factors: the nature of our business operations; the geographical locations from which we source materials and services; the size and composition of our workforce; the profile of our suppliers and subcontractors; and sector specific risks relevant to the property services and construction industry.

We consulted with our staff, reviewed our employment practices, examined our procurement processes, and liaised with our key suppliers to understand their own approaches to modern slavery prevention.

2.2 Direct Employment Risks

We assess the risk of modern slavery within our direct employment as low. All 18 members of our workforce are employed in the United Kingdom, predominantly on the Isle of Wight. All employees are engaged through formal written employment contracts that clearly set out terms and conditions, rates of pay, and hours of work. All remuneration is paid through our payroll system with appropriate records maintained for tax and National Insurance purposes.

We operate robust recruitment and onboarding procedures. All prospective employees are subject to references from previous employers and, where appropriate, Disclosure and Barring Service checks. We maintain records of right to work documentation for all staff members in accordance with immigration law requirements.

Our internal policies and staff handbook clearly communicate expectations regarding working conditions, health and safety, and standards of conduct. We operate a grievance procedure that allows any member of staff to raise concerns, and we encourage an open and transparent culture where issues can be discussed with management.

The construction and property services sector does carry some inherent risks associated with labour practices, including the potential for underpayment, excessive working hours, or poor working conditions. However, our small size, local presence, and direct employment model mean we can maintain direct oversight of employment conditions and ensure compliance with employment law and good practice standards.

2.3 Supply Chain Risks

Our supply chain comprises local suppliers and subcontractors based predominantly in the South of England. We assess the overall risk of modern slavery within our supply chain as low to moderate.

The majority of our suppliers are small, local businesses operating within the South of England. We have longstanding relationships with many of these suppliers, in some cases spanning ten or more years. This familiarity allows us to maintain regular contact and monitor their practices.

Most of our supplies fall into the following categories: building materials such as bricks, timber, plasterboard, and fixtures; plant and equipment hire for scaffolding, access platforms, and powered tools; specialist installation services for electrical work, plumbing, and HVAC systems; and general services such as waste management and skip hire.

The suppliers of building materials are generally larger, established companies with robust quality assurance and supply chain management practices. We primarily source from major national distributors and manufacturers based in the United Kingdom, thereby reducing exposure to overseas supply chain risks.

Plant and equipment hire companies are typically small to medium sized, regionally based businesses with established health and safety practices and insurance requirements. These businesses tend to operate formal employment structures with limited exposure to labour exploitation risks.

Subcontractors engaged for specialist services such as electrical work, plumbing, and mechanical installation vary in size. Most are self employed tradespeople or small family run businesses. These individuals work under contract to complete specific work packages and are responsible for their own employment arrangements and compliance with tax and regulatory obligations.

However, we recognise that risks can exist within supply chains, and we remain vigilant. Potential risks within our supply chain include the following: overseas sourcing of materials through supply chain routes we do not directly control; labour practices within subcontractor organisations where we have limited visibility; undisclosed use of labour through agencies or informal arrangements; and supply chain disruption leading to pressure to engage less regulated suppliers or practices.

2.4 Sector and Geographical Risk Considerations

The construction and property services sector has been identified as carrying moderate risks of modern slavery, particularly in relation to labour practices. This risk is elevated in certain geographical contexts and can involve informal working arrangements, cash payments, inadequate health and safety, and exploitation of migrant workers.

Our operations are based entirely within the United Kingdom and our supply chain is predominantly domestic. This significantly reduces exposure to the most severe forms of modern slavery risk associated with overseas labour sourcing and international trafficking.

However, the United Kingdom construction sector has seen cases of labour exploitation, underpayment, and working time breaches, particularly affecting migrant workers. We acknowledge this risk and have implemented procedures to mitigate it.

3. Due Diligence

Riverview Property Services Ltd has implemented the following due diligence measures to assess and mitigate modern slavery risks within our operations and supply chain.

3.1 Supplier Engagement and Procurement

All new suppliers are subject to an initial evaluation before we enter into a formal commercial relationship. Our procurement process includes the following elements:

We request that prospective suppliers confirm their compliance with relevant employment law and their commitment to preventing modern slavery within their own operations. This is accomplished through discussion and, where appropriate, through submission of a completed supplier information questionnaire.

We give preference to suppliers who can demonstrate established trading history, formal business registration, appropriate insurance and professional memberships, and customer references. We avoid engaging with suppliers about whom we cannot obtain basic business information or who appear to operate on an informal basis.

For subcontractors engaged to perform work on our sites, we verify their status as self employed or as employees of a registered business. We request evidence of tax registration, employer liability insurance where applicable, and relevant professional qualifications or certifications.

We maintain a preferred supplier list of businesses with whom we have established satisfactory relationships. These suppliers are reviewed annually to ensure continued suitability.

We do not engage suppliers who are unwilling to confirm their compliance with employment law and anti slavery principles, or who cannot provide transparent information about their business structure and workforce.

3.2 Employment Practices and Staff Management

Our human resources procedures are designed to ensure that all our employees are treated

fairly, compensated properly, and working under safe and appropriate conditions.

All employees are employed on written contracts that clearly specify their role, responsibilities, hours of work, and remuneration. We pay all staff through our formal payroll system and ensure compliance with minimum wage requirements. We maintain up to date records of employment, tax, and National Insurance.

We operate flexible working arrangements where feasible and manage working hours to comply with the Working Time Regulations 1998. Employees are entitled to appropriate rest periods, annual leave, and statutory sick pay.

All staff receive an induction on commencement of employment, covering our policies, procedures, health and safety requirements, and their rights and responsibilities. We maintain a staff handbook which sets out key policies and procedures.

We operate an open door policy where staff can raise concerns or questions with their line manager or directly with senior management. We encourage a culture where issues are discussed openly and promptly resolved.

3.3 Monitoring and Review

We monitor our supply chain and employment practices through the following mechanisms:

We maintain regular contact with our key suppliers and subcontractors. Our operations team communicates with suppliers on a routine basis regarding orders, quality, delivery, and service performance. These contacts provide an opportunity to discuss any concerns and to understand any changes in their operations or practices.

Our site managers and supervisors observe working conditions on site, including the conduct of any subcontractors engaged to perform work. Any concerns regarding working practices, compliance with health and safety, or potential labour issues are reported to management and investigated.

We maintain records of all supplier and subcontractor engagements, including contact details, scope of work, remuneration, and any relevant certifications or qualifications. This allows us to track patterns and identify any suppliers about whom we have concerns.

We periodically review our employment practices and staff records to ensure continued compliance with employment law and our own internal standards.

3.4 Training and Awareness

We have ensured that staff with responsibility for recruitment, procurement, and site management are aware of modern slavery risks and our policies regarding the prevention of modern slavery. Our management team has received briefing on the nature of modern slavery risks, the indicators of potential exploitation, and our obligations under the Modern Slavery Act 2015.

We will ensure that new staff members receive relevant training as part of their induction process.

3.5 Accountability and Escalation

All members of our team are responsible for upholding our commitment to prevent modern slavery. Any concerns regarding potential modern slavery, labour exploitation, or non compliance with our standards should be raised immediately with management.

Concerns can be raised verbally to a line manager or to a member of the senior management team, or can be raised in writing. We treat all concerns seriously and investigate them promptly and confidentially. We do not tolerate any retaliation against individuals who raise concerns in good faith.

Should we identify or become aware of any credible evidence of modern slavery, human trafficking, labour exploitation, or serious breach of employment standards within our operations or supply chain, we will take immediate action. This may include terminating a commercial relationship with a supplier, escalating concerns to relevant authorities, or taking remedial steps to address identified issues.

4. Review

This Modern Slavery Statement has been prepared with reference to the statutory guidance issued under the Modern Slavery Act 2015 and reflects Riverview Property Services Ltd's commitment to preventing modern slavery and human trafficking.

We recognise that this is an evolving area of law and business practice. We are committed to

continuing to assess and improve our approach to managing modern slavery risks as we develop a deeper understanding of the issues and as best practice guidance evolves.

This statement will be reviewed annually and updated to reflect any changes to our business operations, supply chain, risk profile, or practices. The next review date is 31 July 2027.

We remain committed to operating our business with integrity, treating all individuals fairly and lawfully, and ensuring that modern slavery and human trafficking do not exist within any part of our business operations or supply chain.

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