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SG INTERNATIONAL HOLDINGS LIMITED modern slavery statement summary (2022)

► [Organisation address](#)

We asked the organisation a series of questions about its modern slavery statement. Its answers are published on this page as a statement summary.

► [What is a modern slavery statement?](#)

Link to full statement

[Go to full modern slavery statement on organisation's website](#)

PDF version of the statement (optional)



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SGIH Modern Slavery Statement 202212.pdf

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About this statement summary

All answers relate to the financial year covered by the statement. The organisation is responsible for all the information it provided. Some of our questions are optional, so organisations may not have answered all of them. The statement summary does not replace the full modern slavery statement – below we provide a link to the full statement on the organisation's website.

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Organisations covered by the statement

SG INTERNATIONAL HOLDINGS LIMITED modern slavery statement for 2022 is a group statement covering **6** organisations. [See the full list of organisations covered by this statement](#)

Legal requirement to publish

SG INTERNATIONAL HOLDINGS LIMITED has confirmed it is required to publish a 2022 statement by law.

Statement period and sign-off details

The statement covers the following period:
1 July 2021 to 30 June 2022

The statement was signed off by:
Colin Brown (Chief Financial Officer)

It was approved by the board (or equivalent management body) on:
31 December 2022

Recommended areas covered by the statement

Government guidance encourages organisations to cover a range of areas in their modern slavery statements, setting out the steps they're taking to address modern slavery risks in their operations and supply chains. [Read](#)

[about the recommended areas in the statutory guidance.](#)

We asked the organisation to tell us which areas its statement covers.

Areas recommended by government guidance

Organisation's response

The organisation's structure, business and supply chains

COVERED

Policies

COVERED

Risk assessment

COVERED

Due diligence (steps to address risk)

COVERED

Training about modern slavery

COVERED

Goals and key performance indicators (KPIs) to measure the effectiveness of the organisation's actions and progress over time

COVERED

The organisation's sectors and turnover

Sectors

The organisation operates in the following sectors:

- Automotive, machinery and heavy electrical equipment

Turnover

Its turnover in the financial accounting year of this statement was:

Over £500 million

If the organisation is a public body, this amount is based on the organisation's budget for the year of the statement.

► [What does 'turnover' refer to in group statements?](#)

Number of years producing statements

The organisation has been producing modern slavery statements for the following number of years:

1 to 5 years

► [How does this work for group statements?](#)

Policies (optional)

We asked the organisation whether its policies include the following provisions in relation to its domestic and international supply chains, as well as its own operations.

Policy provisions we asked about	Organisation's response
Freedom of workers to terminate employment	INCLUDED
Freedom of movement	NOT INCLUDED
Freedom of association	NOT INCLUDED
Prohibits any threat of violence, harassment and intimidation	INCLUDED
Prohibits the use of worker-paid recruitment fees	NOT INCLUDED
Prohibits compulsory overtime	INCLUDED
Prohibits child labour	INCLUDED
Prohibits discrimination	INCLUDED
Prohibits confiscation of workers' original identification documents	INCLUDED
Provides access to remedy, compensation and justice for victims of modern slavery	NOT INCLUDED
Other	-

Training (optional)

We asked the organisation whether it provided training on modern slavery, and who it was for.

► [What counts as training?](#)

We asked who the training was for	Organisation's response
Your whole organisation	NO
Your front line staff	NO
Human resources	YES
Executive-level staff	YES
Procurement staff	NO
Your suppliers	NO
The wider community	NO
Other	Management Level

Monitoring working conditions (optional)

Engaging with others

We asked the organisation to tell us who it engaged with to help monitor working conditions across its operations and supply chains.

We asked who the organisation engaged with	Organisation's response
Your suppliers	NO
Trade unions or worker representative groups	NO
Civil society organisations	NO
Professional auditors	NO
Workers within your organisation	YES
Workers within your supply chain	YES
Central or local government	NO
Law enforcement, such as police, GLAA and other local labour market inspectorates	NO
Businesses in your industry or sector	NO

Social audits

We asked the organisation to tell us about any social audits it used to look for signs of modern slavery.

► [What are social audits?](#)

Organisation's response

THE ORGANISATION TOLD US IT DID NOT CARRY OUT ANY SOCIAL AUDITS DURING THE PERIOD OF THE STATEMENT.

Grievance mechanisms

We asked the organisation how workers in its operations or supply chains could raise concerns or make complaints.

We asked if workers could raise concerns this way	Organisation's response
Using anonymous whistleblowing services, such as a helpline or mobile phone app	YES
Through trade unions or other worker representative groups	NO

Other ways of monitoring working conditions

We asked the organisation whether it had any other ways of monitoring working conditions across its operations and supply chains:

We have an Environmental Social Governance Manager who reviews working conditions, the group also has a Health & Safety and Human Resources functions that reviews working conditions.

Modern slavery risks (optional)



Identifying modern slavery risks is a vital step towards eradicating it. The government encourages organisations to be as open and transparent as possible, to improve understanding, collaboration and best practice around tackling this worldwide problem.

We asked the organisation to describe up to 3 priority risks it focused on during the period of the statement, including details of the affected workers, the activity involved, and the location.

Priority risks for this organisation (1 of 3)

We are a Motor Trader and we sub contract out our valet services.

Questions we asked about this risk

Organisation's response

Where it was most likely to occur

Organisation's response: Within your supply chains.

- Tier 1 suppliers

Provide their products and services directly to your organisation.

Who was it most likely to affect

Organisation's response:

- Migrants

In which country

Organisation's response:

- Ghana
- Nigeria
- Romania

Actions or plans to address this risk

Organisation's response: We work with our valet providers to ensure all of their employees who operate at our sites have the correct right to work documentation and that they are paid the correct minimum wage.

Priority risks for this organisation (2 of 3)

We sub contract out our property cleaning services.

Questions we asked about this risk

Organisation's response

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none"> • Tier 1 suppliers Provide their products and services directly to your organisation.
Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none"> • Women • Migrants
In which country	Organisation's response: <ul style="list-style-type: none"> • Bangladesh • Poland
Actions or plans to address this risk	Organisation's response: We work with our cleaning contractors to ensure the correct minimum wage is paid and that their employees have the correct right to work documents.

Priority risks for this organisation (3 of 3)

We sub contract out our drivers for moving vehicles around the group

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none"> • Tier 1 suppliers Provide their products and services directly to your organisation.
Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none"> • Migrants
In which country	Organisation's response: <ul style="list-style-type: none"> • Poland • Romania
Actions or plans to address this risk	Organisation's response: We work with our suppliers to make sure their drivers have the correct right to work paperwork, driving licence

Indicators of forced labour (optional)

We asked the organisation whether its statement refers to finding any International Labour Organization (ILO) indicators of forced labour.

► [What are ILO indicators of forced labour?](#)

Organisation's response

THE ORGANISATION TOLD US ITS STATEMENT DOES NOT REFER TO FINDING ANY INTERNATIONAL LABOUR ORGANIZATION (ILO) INDICATORS OF FORCED LABOUR.

Demonstrating progress (optional)

We asked the organisation how its statement demonstrates progress over time in addressing modern slavery risks. They provided the following answer:

Our Environmental Social Governance Manager is working on KPI to measure our performance in this area.

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