

# Anti-Slavery Policy



## Policy & Responsibilities

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### Document History

Date	Rev	Comments

Prepared By		Date
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### 1. Introduction

Slavery and forced labor can take many forms, including human trafficking or child labor. This statement sets out actions to understand all potential modern slavery risks. As part of the construction industry, the company recognizes that it has a responsibility to take a robust approach to slavery and human trafficking.

The company is absolutely committed to maintaining and improving systems and processes to prevent human rights violations related to our own operations and that of our supply chain.

### 2. Purpose

The Company is committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery and human trafficking is not taking place anywhere in the Company or our Supply Chain. We comply with all legislation, importantly the government Immigration Act 2015 – ensuring we prevent any illegal working.

The construction industry attracts a workforce from all backgrounds. In the UK, we can utilize the skills of employees from across the world, particularly Europe. Whilst the benefit of this influx of workers allows for a competitive market, it also has the risk of potential exploitation. By checking our employees' NI Numbers or Working Visa's we know that they are legally eligible to work in the UK and that their salary will be monitored by HMRC.

### 3. Our Policy

1. Anti-slavery policy. This policy sets out the organization's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Ethical Trading and Business Ethics Policies. These policies explain the way we behave as an organization and how we expect our employees and suppliers to act.

### 4. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to relevant members of staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place.