



Anti Slavery and Human Trafficking Policy

Policy Statement C Jones & Sons Limited

C Jones & Sons Limited is fully committed to preventing slavery and human trafficking in all its business activities and supply chains. We recognise our responsibilities under the Modern Slavery Act 2015, and we will take all reasonable steps to ensure slavery and human trafficking are not present in any part of our organisation or those we do business with.

We have a zero-tolerance approach to modern slavery and expect the same standards from all our employees, suppliers, subcontractors, and other business partners.

This policy applies to:

- All employees, officers, agency workers, volunteers, agents, and contractors
- All entities and individuals in our supply chain and subcontractor network

Modern slavery encompasses:

- Human trafficking
- Forced labour
- Debt bondage
- Child labour
- Servitude and domestic servitude
- Exploitation through coercion or deception

These practices are illegal under UK and international law and have no place in our operations.

This policy complies with the following legislation:

- Modern Slavery Act 2015
- Employment Rights Act 1996

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CONSTRUCTION



Address

Unit 1, Jacks Park, Cinque Ports Rd,
New Romney, Kent TN28 8AN

- Health and Safety at Work etc. Act 1974
- Gangmasters (Licensing) Act 2004
- Human Rights Act 1998

We align with UK Government and HSE guidance on protecting vulnerable workers.

Our Commitments

- Ensure right-to-work checks are carried out for all workers
- Maintain fair and transparent recruitment practices
- Promote safe and fair working conditions
- Refuse to work with any business or individual known to be involved in slavery or human trafficking
- Require all suppliers and subcontractors to comply with this policy.

Due Diligence and Risk Management

We will:

- Conduct regular supply chain risk assessments
- Audit new and existing suppliers and contractors for signs of modern slavery
- Use GLAA licensing requirements and industry benchmarks
- Provide workers with contracts and clear wage statements
- Ensure all recruitment agencies we engage with are licensed and legitimate

Training and Awareness

All employees involved in procurement, recruitment, or site supervision will receive training on:

- Recognising signs of exploitation
- How to report concerns safely
- Ethical working practices

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Toolbox talks may also be used to raise awareness on site.

Reporting and Whistleblowing

Employees are encouraged to report suspected cases of modern slavery through:

- Their line manager
- The HR department
- The Confidential Whistleblowing Channel ([Insert contact method])

All reports will be treated confidentially and investigated thoroughly. No whistleblower will suffer any detriment for raising a genuine concern.

If immediate risk is suspected, we may notify the GLAA, local authorities, or law enforcement.

Responsibilities

- Directors and senior managers are responsible for overall compliance
- Procurement teams must apply appropriate supplier due diligence
- Site managers and supervisors must be vigilant and report concerns
- All staff must understand and comply with this policy

Review and Monitoring

This policy will be:

- Reviewed annually or following any significant legislative or operational changes
- Updated as necessary to remain effective
- Published internally and made available to third parties on request

Related Policies

- Recruitment & Selection Policy
- Whistleblowing Policy
- Equality, Diversity and Inclusion Policy

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- Health & Safety Policy
- Supply Chain Code of Conduct

Signed: *Z. Jones*

Date: 01/04/2025

Review Date: 01/04/2026

Zach Jones, Company Director

C Jones & Sons Limited

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