

## ANTI SLAVERY POLICY 2023



## ANTI SLAVERY POLICY STATEMENT

The company has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain. It is expected that all suppliers, contractors and other business partners will uphold these same high standards.

We have ensured due diligence in our processes, by:

- > Making our employees aware of the Modern Slavery Act, including the definitions of slavery and human trafficking;
- > Telling staff what to do if they suspect a case of slavery or human trafficking;
- > Reviewing our Whistleblowing Policy.

These procedures are designed to:


- > Identify and assess potential risk areas in our business and supply chains;
- > Reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- > Monitor potential risk areas in our business and supply chains;
- > Provide adequate protection for whistle blowers.

We have a zero tolerance to slavery and human trafficking and require all those in our supply chain and contractors to comply with our values, and adopt the same zero tolerance approach. This is communicated to them at the outset of our business relationship and is regularly reinforced thereafter. We may cease to work with individuals and organisations working on our behalf if they do not comply with our approach.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the company's slavery and human trafficking statement for the present financial year.

Name David Twist

Signature



Position Managing Director

Date 3<sup>rd</sup> January 2023

Slavery is not an issue confined to history or an issue that only exists in certain countries :- it is a global problem, and the UK is no exception.

Listed below are 9 signs that all should look out for if they suspect anyone on site could be the victim of the modern slavery, any concerns on the below should be reported to their immediate manager.

1. **APPEARANCE:** Victims may show signs of physical or psychological abuse, look malnourished or unkempt.
2. **BEHAVIOUR:** Is the person withdrawn or appears frightened, unable to answer questions directed at them, or speak for themselves, and/or an accompanying third party speaks for them? If they do speak they are inconsistent in the information they provide, including basic facts such as the address where they live?
3. **TRANSPORT:** Victims are rarely allowed to travel on their own. They may be dropped off/collected for work on a regular basis either very early or late at night.
4. **POOR LIVING CONDITIONS:** Victims may be living in dirty, cramped or overcrowded accommodation, and/or living and working at the same address.
5. **FEW OR NO PERSONNEL EFFECTS:** Victims may have few personal possessions.
6. **LEGAL DOCUMENTS AND RESTRICTED FREEDOM OF MOVEMENT:** Victims have little opportunity to move freely, and may have had their travel documents retained, is the person in possession of legal documents (passport, identification and their own bank account details) or are these being held by someone else?
7. **FEAR OF AUTHOROTIES AND RELUCTANT TO SEEK HELP:** Victims may avoid eye contact, appear frightened or hesitant to talk to strangers, and fear law enforcers for many reasons, such as not knowing who to trust, or where to get help, fear of deportation, fear of violence to them or their family.
8. **MEDICAL CARE:** Does the person have old or untreated injuries or general health issues? Have they delayed seeing a healthcare professional, and are they vague, reluctant or inconsistent in explaining how the injury occurred, or why a medical condition has not been treated?
9. **DEBT BONDAGE:** Does the victim perceive themselves to be in debt to someone else, or in a situation of dependence?

## ATTENDANCE REGISTER

Location / Site Address:	
Date:	
Name of person providing briefing:	
Job title:	

<b>I acknowledge I have received a briefing on the Anti-Slavery policy</b>			
NAME (PRINT)	SIGNATURE	NAME (PRINT)	SIGNATURE