



Modern Slavery Policy

Statement of Intent

The company select suppliers and subcontractors that, so far as can be reasonably ascertained, are compliant with all applicable UK and EU legislation relating to employment law, human rights law and who are socially responsible organisations. Purchasers / selectors and users of suppliers / subcontractors are aware of the existence of modern slavery and human trafficking and the need to identify and prosecute the criminals or organisations who criminally undertake these activities, bearing in mind that the people we engage may sometimes be non-UK citizens and as such could, potentially be at risk from trafficking or slavery.

Our policy is to do everything within our corporate power to assist the prosecuting authorities in bringing such criminals to justice. Therefore, those of our staff who are involved in the recruitment of, and direct contact with staff and particularly site-based staff, are aware of and do ensure that, particularly, but not only, non-UK citizens, everyone's right to work in the UK is established through documentation checks, records of which are held. The outcome of documentation checks if giving cause for concern is reported to our HR department who will in turn report to top management, who will if considered appropriate in terms of the legal requirements, report the concern and associated evidence to the relevant UK Government(s). If any such alleged criminal activity is directly reported by an individual job applicant or employee to a member of company staff, this would be reported similarly within our organisation as for a concern raised from the outcome of documentation checks.

Our Annual Performance against the above statement

In the 12 months leading to this issue of this CSR Policy, there have been no cases of human trafficking or modern slavery involving workers engaged by our business that we could reasonably be expected to have been aware of.

Thus, the company has determined that the most appropriate commitment for it to make, initially, would be to: (a) recognise and comply with the requirements of the CORE organisation which is based primarily on UK legislation; and (b) recognise and comply with the requirements of BS ISO 26000:2010 as this is both a British and Internationally adopted standard.

In making these commitments the company recognises and will take improvement action where necessary, within its sphere of influence, including where reasonably practicable its supply chain, on the following issues (this is not intended to be an exhaustive list):

- Child labour
- Forced labour
- Fair trade
- Health and safety
- Unfair discrimination
- Freedom of association
- Fair pay; Anti-corruption
- Environmental impact
- Working hours