

Modern Slavery and Human Trafficking Policy

What this policy covers

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Your Responsibilities

Employees are encouraged to raise concerns about suspicions of Modern Slavery in any parts of our business or supply chains at the earliest possible stage.

Procedure

Reporting a concern

You must notify the Managing Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. This includes concerns relating to third parties, clients or potential clients.

Any employee who breaches this policy will face disciplinary action, which could result in the employee's dismissal for gross misconduct. You are encouraged to raise concerns about any issue or suspicion at the earliest possible stage or if you have any other queries, these should be raised with the Managing Director. Concerns should be reported by following the procedure set out in the Company Whistleblowing Policy.



Claire Greenwood

Managing Director
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