

## MODERN SLAVERY POLICY

Safer Roadworks Limited have taken steps to make sure that in accordance with the Modern Slavery Act 2015 that modern slavery or human trafficking is not taking place within our supply chain or organisation. We operate a zero-tolerance approach to all forms of modern slavery and have put into place safeguarding against this practice.

### **Personnel**

All Safer Roadworks Limited personnel will be checked for the right to work in the U.K. prior to starting with the organisation. Staff identity and qualifications and certificates will be verified along with the right to work.

Due to the fact that Safer Roadworks Limited work on and drive on public road systems we are committed to checking for drug and alcohol abuse.

Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed.

### **Suppliers**

Safer Roadworks Limited use and maintain a preferred supplier list. All preferred suppliers are checked to make sure they have no convictions for offences against the Modern Slavery Act 2015. Our policy forms part of our contractual agreements with our suppliers.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

### **Safeguarding**

Safer Roadworks Limited take all steps to ensure Modern Slavery does not form part of their operations and aim to :

- Take steps to eliminate all forms of modern slavery within their operations.
- Take to task their own suppliers if modern slavery is suspected.
- Ensure they pay national minimum wage where appropriate.
- If any instance of modern slavery is suspected Safer Roadworks Limited will investigate and terminate contracts where appropriate.

## **Compliance with the policy**

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify the Operations Manager or the General Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify the Operations Manager or report it in accordance with our Whistleblowing Policy as soon as possible.

## **Pre recruitment checks**

Safer Roadworks Limited will include the following questions in order to identify potential victims of modern slavery:

- Is there a valid passport, ID or any other documents?
- Is there any sign of forced employment?
- Has the person been recruited for a specific purpose and forced into another type of work?
- Has their travel been paid for by others whom they must work to pay back that travel?
- Do they have freedom to travel?
- Are they in control of their wages or are others controlling this?
- Have they been hurt or suffered deprivation of food/sleep/access to a doctor?
- Can they contact their family/friends easily?

## **Breaches to this policy**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

## Monitoring and review

Safer Roadworks Limited monitors the effectiveness and reviews the implementation of this policy every 12 months, considering its suitability, adequacy and effectiveness. Any improvements identified are made as soon as possible. All personnel are aware that they are responsible for the success of this policy and should ensure they use it to disclose any wrongdoing.

Should you have a question about our modern slavery policy please direct your questions to our enquiries department at: [enquiries@safer-roadworks.co.uk](mailto:enquiries@safer-roadworks.co.uk).