

MODERN DAY SLAVERY POLICY

STATEMENT OF INTENT

Henderson & Taylor (Public Works) Ltd is committed to driving out acts of modern-day slavery and human trafficking within its business and from within its supply chains, including sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These, as well as the suppliers of services, make up the supply chain within Henderson & Taylor (Public Works) Ltd.

As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by our suppliers (including sub-contractors). Imported goods from sources from outside the UK and EU, if used, are potentially more at risk for slavery & human trafficking issues. The level of management control required for these sources will be continually monitored.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

Henderson & Taylor Ltd undertakes responsibility to ensure that its Modern Slavery and Human Trafficking Policy are communicated effectively to directors, management, employees, subcontractors, and suppliers including inductions, noticeboards, staff handbooks and toolbox talks. This could include external training of key management personnel which is then cascaded through the organisation through internal training session such as toolbox talks.

The Company Directors and Senior Management shall take responsibility for implementing this policy and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains. It is important there is an awareness throughout the organisation of what modern slavery is and what the risks and red flags are.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees and all other interested parties electronically and can be obtained from the HR department upon request. This policy statement will be reviewed annually and be published internally and externally via the company website.

This policy considers, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The implementation and operation of these management systems underlines our commitment to this policy. Formal processes concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional processes ensure that this policy is understood and communicated to all levels of the company, and this it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

For access to a range of free guidance including toolkits, a video for workers on avoiding forced labour, workplace posters, induction materials and details of workshops visit:

- <https://www.supplychainschool.co.uk/default/modern-slavery.aspx>
- <https://www.stronger2gether.org/>
- https://ccsbestpractice.org.uk/spotlight-on/illegal-workers/?search_term=modern%20slavery#find_out_more
- <https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page>

AUTHORISED BY:



Matthew Lynch – Director

Document Title	Modern Day Slavery Policy						
Document Number	IMS-POL-05	Date Issued	10.10.2022	Authorised By	ML	Page Number	1
Issue	2	Review Date	10.10.2023	Issued By	ML		