



Modern Slavery Policy

1. Introduction

- 1.1. The company has a zero-tolerance approach to any form of modern slavery or human trafficking in our operations and supply chains. We are committed to acting ethically and with integrity in our business activities.
- 1.2. We will ensure transparency and fairness in our employment practices. Our recruitment processes will be ethical and compliant with applicable laws.
- 1.3. We will implement systems to reduce the risk of modern slavery in our supply chains.

2. Training

- 2.1. Employees will receive training to recognise signs of potential abuse or illegal practices. We encourage reporting of any actual or suspected incidents. Reports will be investigated promptly, and appropriate action taken.
- 2.2. Through engagement, collaboration and training, we will work to uphold human rights and fair labour practices throughout our organisation and business relationships. We aim to promote a culture of ethics, equality and responsible business conduct.

3. Employees

- 3.1. For our employees, this means that as their employer we:
 - a) Pay our employees regularly and in accordance with their terms and conditions and provide a written summary of pay and deductions on each occasion.
 - b) Provide a full formal grievance framework as detailed in this Handbook, where staff are free to use our formal reporting or whistleblowing policies to lodge a work-related complaint or matter of concern.
 - c) We do not hinder any of our employee's freedom of movement or their opportunity to seek employment elsewhere.
 - d) We allow our employees the right to join or not join a trade union at their complete discretion.

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Reviewed by: Steven Richford MD, Richfords Ltd

Signature: 

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