

Anti-Slavery and Human Trafficking Policy

1. Introduction

- 1.1 This Statement sets out the policy of the John Weaver (Contractors) Limited (The Company) in respect of any employee, self-employed person and contractor under our control, as it relates to slavery and human trafficking.
- 1.2 Provided that persons referred to in 1.1 above adhere to the provisions contained within this policy, they will normally be considered to have demonstrated compliance with their conditions of employment or contract.
- 1.3 All persons referred to in 1.1 above are to be made aware of the contents of this Policy and become familiar with the conditions laid down therein.
- 1.4 A copy of this policy statement will be held in the reception area of our offices and be made freely available for inspection by any person having reason to examine it.

2. Policy

- 2.1 Modern slavery and human trafficking is illegal under the Modern Slavery Act 2015 and is also a violation of human rights. It can take different forms but always involves the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 2.2 Examples of slavery include forced servitude, forced or compulsory labour and the trafficking of individuals or groups.
- 2.3 We have adopted a zero-tolerance policy to all aspects of modern slavery and will conduct our undertaking in an ethical manner at all time.
- 2.4 We are committed to ensuring transparency in our undertakings and in our approach to tackling slavery and trafficking if it should manifest itself in any part of our business, supply chain and clients.
- 2.5 The policy applies to all persons working for us or on our behalf in any capacity.

3. Implementing the Policy

In order to put this policy into practice in the day-to-day operation of the Company, we will (as appropriate):-

- 3.1 Make the policy available to all employees and others under our control.
- 3.2 Provide training and guidance for key decision makers such as managers and supervisory staff and those involved in personnel and management practices.
- 3.3 Monitor the existing workforce in respect of the application and effects of the policy.
- 3.4 Review this policy on a regular basis (at least annually).

- 2.5 Should any person suffer any problems or difficulties in respect of this policy. or should they have reason to believe that a colleague may be experiencing such difficulties. they may approach the signatory of this policy statement. who will at all times treat any information provided in complete confidence and take such measures as are deemed necessary.



Terry Edwards
Managing Director
John Weaver Contractors Limited
June 2020