

# Compliance to Modern Slavery Act 2015

## Purpose

Secure Construct has a zero tolerance for slavery and human trafficking and take proactive steps to ensure it does NOT take place within our business, within our supply chain or on any of our construction sites. We pride ourselves on acting in an ethical manner in all aspects of our operations and actively promote fair and equitable employment practices.

## UK legislation and UK regulatory requirements

As a business that works to UK legislation and UK regulatory requirements we operate under the most stringent obligations, this benefits our clients by providing them the reassurance that slavery and all forms of human trafficking will be present with any aspect of our business, on any of our sites or within our supply chain. This Act seeks to eradicate slavery and human trafficking supporting the Employment Rights Act 1996, the Employment Act 2008, the Human Rights Act 1998 and the Working Time Regulations.

## Obligations under Legislation

We understand our international legislation obligations and we welcome the additional obligations and safeguarding measures introduced under the **Modern Slavery Act 2015** which came into effect during October 2015.

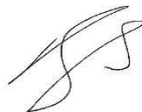
As laid out in Section 54, it requires those organisations to prepare and publish a statement setting out the steps that they have taken during that financial year to ensure that slavery and human trafficking are not taking place. Whilst we are a small organisation and sit below the relevance threshold, we remain cognisant of the fact that we need to be completely transparent to the public, employees and other stakeholder groups that are affected by our business operations. We shall demonstrate at all times for the need for zero tolerance for slavery, trafficking within our site operations and within our supply chain.

## Senior Responsible Officers (SRO's)

All our Company Directors have the collective responsibility for ensuring compliance and that slavery and human tracking is not within our business. This ensures that compliance is driven from the top.

As a part of our commitment to our clients, our staff and the global community we serve, we shall uphold individual human rights at all times and follow all employment laws where we operate. In support of this we will always provide all reasonable working hours, a safe working environment and working conditions. Secure Construct has a zero-tolerance policy regarding the use of force labour and human trafficking. We will never knowingly, conduct business with supply chain, business partners, suppliers or third parties who violate these laws. If any employee has any reason to believe Secure Construct is conducting business with an entity engaging or using forced labour or trafficking, they should report this misconduct to a Company Director immediately.

Signed:



Date: 29 May 2020

Title:	Compliance to Modern Slavery Act 2015		
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