



Modern Slavery Policy

Policy Statement 2

Responsibilities..... 2

Training and Awareness..... 2

Reporting Concerns 2

Review, Continuous Improvement and Communication..... 3

Policy Statement

SGS Surfacing Ltd is committed to promoting ethical and responsible business practices, which include a zero-tolerance approach to Modern Slavery. This Modern Slavery Policy outlines our commitment to prevent and eradicate slavery within our organisation and throughout our supply chains. SGS Surfacing Ltd recognise our responsibility to uphold the principles and requirements of the Modern Slavery Act 2015 and ensure our operations and business relationships are conducted with integrity and respect for human rights.

SGS Surfacing Ltd are committed to:

- Ensuring compliance with Modern Slavery Act 2015 and all other relevant laws and regulations related to modern slavery and human trafficking.
- Eliminating slavery and human trafficking within our operations and supply chains.
- Raising awareness and understanding the modern slavery among our employees, suppliers and contractors.

Responsibilities

- SGS Surfacing Ltd will be responsible for ensuring the implementation and effectiveness of this policy.
- The Office Manager is responsible for communicating this policy to all employees. Ensuring that the relevant employees receive training on modern slavery awareness. Establishing due diligence processes for assessing and mitigating risks within our supply chains. Taking appropriate action in response to any identified instances of modern slavery.
- All Employees and contractors are responsible for adhering to this policy, reporting any concerns and cooperating with the company's efforts to prevent modern slavery and human trafficking.
- SGS Surfacing Ltd do not employ anyone under the age of 16 years
- SGS Surfacing complies with Working Time Regulations – details of hrs of work etc. are found in employees' contracts
- SGS Surfacing uses 'Right to work checklist'
<https://www.gov.uk/government/publications/right-to-work-checklist>
- SGS Surfacing Ltd complies with the National Minimum Wage Act, details of Employee' salaries are included in their contracts. SGS Surfacing Ltd uses Federation of Small Businesses (FSB) for matters related to employment.
- Nobody at SGS Surfacing Ltd is required to perform forced or compulsory labour – details of job descriptions and contracts are given to each employee at the start of employment.
- SGS Surfacing Ltd has a Health and Safety Policy, this is communicated to all staff, hard copies are available on request.

Training and Awareness

SGS Surfacing Ltd will provide training and awareness programs to employees and stakeholders when needed to educate them on the risk of modern slavery, the signs to look out for and the steps to reporting any concerns.

Reporting Concerns

SGS Surfacing Ltd encourage employees and stakeholders to report any concerns or suspicions of modern slavery promptly and confidentially. Reports can be made through the Office Manager.

Review, Continuous Improvement and Communication.

This policy will be reviewed and updated annually or more frequently if required, to ensure its effectiveness and relevance. This policy will be accessible to all employees, suppliers and stakeholders, hard copies can be made available upon request.

SGS Surfacing Ltd is dedicated to eradicating modern slavery and human trafficking from our operations and supply chains. We will work collaboratively with all relevant parties to achieve this goal and uphold our commitment to ethical and responsible business practices.

Modern Slavery is a term which encapsulates slavery, servitude, forced or compulsory labour and human trafficking. Commercial organisations covered by the act (and has a turnover of over £36 million) are required to produce a slavery and human trafficking statement for each financial year, setting out what steps they have taken to ensure that slavery and human trafficking is not taking place in their business and supply chains. Modern Slavery Act 2015 http://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf

Fern Wells

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Office Manager

SGS Surfacing Modern-Slavery Policy Version 1.0