



Health, Safety and Welfare Policy

Modern Slavery & Human Trafficking
Policy Statement

Modern Slavery and Human Trafficking Policy Statement

Introduction

The 'Modern Slavery Act 2015' (the Act) was enacted by the UK Government in order to better tackle the crimes of modern slavery and human trafficking, in all its forms. As well as consolidating the criminal offences relating to modern slavery and human trafficking, the Act also introduced a requirement for each business to publish an annual statement setting out the steps taken by the business to ensure that modern slavery and human trafficking are not taking place in the business or supply chains.

Policy

M. Gaze & Co Ltd ensures that it operates ethically, respecting all regulations. We strive for best practice in operational management, customer responsiveness as well as ensuring that our approach to Health & Safety is consistent in all our operations. We refuse to tolerate modern slavery and human trafficking occurring anywhere in our supply chains.

We are committed to: -

- Only working with suppliers and other business who adopt the same ethical standards as we have adopted.
- Promoting best practice in our procurement process with the aim of eliminating the risk of modern slavery and human trafficking occurring in our supply chain.
- Ensure that all employees have awareness of the Act and understand their role in supporting our policy on supply chain transparency.
- Understanding the heightened risks that may occur in some supplies, and tailor our approach accordingly.

Our Policy on Child Labour

We require all our suppliers to adhere to the standards set out, in particular: -

- Children must be not recruited before they have reached the age of completion of completion of compulsory schooling and in any case not before the age of 15.
- And those under 18 must not be required to perform hazardous duties.

What this policy means to you

We require all of our employees, suppliers, contractors, agents and all other individuals and businesses with whom we work, to comply with this policy and our approach to modern slavery and human trafficking. We require all relevant individuals: -

- To read and ensure they understand this policy
- To report any behaviour which they believe may breach this policy to an appropriate manager or Director
- To communicate our policy to all relevant colleagues and businesses whenever appropriate.
- To ensure they carry out their roles in a way which enables M. Gaze & Co Ltd to comply with this policy.

We require all businesses (in all forms) with whom we work: -

- To adopt policies and procedures within their own businesses to enable them and their employees to comply with this policy.
- To ensure that their employee hiring practices (including for the hiring of temporary employees via agencies and similar providers) are designed to establish that all works are giving their labour of their own volition and not being controlled by others to any extent.
- To adopt policies and procedures in relation to the selection and management of their own suppliers which aim to identify and manage the risks of modern slavery and human trafficking.
- To maintain records to enable them to provide us with the information we need to publish an annual supply chain transparency statement.
- To monitor the success of the policies and procedures described above, in order to constantly raise standards.

Consequences of Breaching this Policy

- Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- This policy does not form part of any employee’s contract, and we may amend it at any time.
- We may terminate our relationship with suppliers and other businesses if they breach this policy.

The Managing Director and Senior Management shall take responsibility for implementing this policy statement.

A copy of this policy will be accessible to all employees.

Additional information ensures that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Managing Director to ensure its continuing suitability and relevance to the company activities.

All employment documents for the employee will be kept by the company (employer) for a minimum of 2 years after the employee has left the company. After this period, all document will be shredded appropriately.

This policy statement will be reviewed annually and published.

Signature:



Mitchell Gaze – Director (Responsible for Health & Safety)

Date: 1st March 2024

Review Date: 28th February 2025