

# Modern Slavery and Human Trafficking Policy

## Confined Space Group Ltd



### **Objective**

To ensure that Confined Space Group Ltd and its supply chain are free from modern slavery and human trafficking, in compliance with the Modern Slavery Act 2015 and other relevant legislation.

### **Scope**

This policy applies to all employees, contractors, and suppliers of Confined Space Group Ltd.

### **Policy Statement**

Confined Space Group Ltd is committed to preventing modern slavery and human trafficking in its operations and supply chain. We will take steps to ensure that our business and supply chain are free from these practices.

### **Legal Framework**

#### **Modern Slavery Act 2015:**

Prohibits slavery, servitude, forced or compulsory labour, and human trafficking. Requires businesses to publish an annual slavery and human trafficking statement if their turnover exceeds a certain threshold.

#### **Human Rights Act 1998:**

Ensures that all individuals have the right to freedom and security, and protection from slavery and forced labour.

#### **Equality Act 2010:**

Promotes equality and non-discrimination in the workplace.

## **Responsibilities**

### **Management:**

Ensure compliance with this policy and relevant legislation.

Conduct regular risk assessments to identify and mitigate risks of modern slavery and human trafficking.

Provide access to training for employees/associates on how to identify and deal with instances of modern slavery and human trafficking including the reporting of.

### **Employees:**

Adhere to this policy and report any concerns or suspicions of modern slavery or human trafficking to management.

Participate in training and awareness programs.

### **Suppliers:**

Comply with this policy and relevant legislation.

Provide evidence of their own policies and procedures to prevent modern slavery and human trafficking.

### **Risk Assessment and Due Diligence**

Conduct regular risk assessments to identify areas of the business and supply chain that are at risk of modern slavery and human trafficking.

Implement due diligence processes to ensure that suppliers and contractors comply with this policy and relevant legislation.

### **Reporting and Whistleblowing**

Establish a confidential reporting mechanism for employees and suppliers to report concerns or suspicions of modern slavery or human trafficking.

Investigate all reports thoroughly and take appropriate action.

### **Training and Awareness**

Provide access to training to employees/associates on the risks of modern slavery and human trafficking and how to identify and report potential instances.

Raise awareness among employees and suppliers about the company's commitment to preventing modern slavery and human trafficking.

### **Monitoring and Review**

Regularly review and update this policy to ensure its effectiveness.

Monitor compliance with this policy and relevant legislation through audits and inspections.

### **Non-Compliance**

Non-compliance with this policy may result in disciplinary action, termination of contracts, and legal action.

This policy is approved by Tony Bowman, Director , and is effective as of 1st October 2024.

Signed:

*Tony Bowman*

Reviewed – 28 / 09 / 2025 (unchanged)

*Tony Bowman*

[Name] Tony Bowman

[Title] Director

[Date] 01/10/24

This policy aims to foster a safe and healthy working environment at Confined Space Group Ltd, ensuring the well-being of all employees and compliance with legal obligations.

