



R. BETTS CONSTRUCTION LTD. **MODERN SLAVERY POLICY STATEMENT 2024**

Modern Slavery Act 2015

R Betts Construction Ltd takes a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our workers, subcontractors, consultant, suppliers and other business partners, and expect our supply chain to impose the same standards on their own supply chain.

As a reinforced concrete construction business operating within the UK, the main areas of our operations that could be affected by slavery and human trafficking are our directly hired employees, agency workers working on our behalf, subcontractor operatives working on our sites and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

Employees:

- We verify all employees to ensure they have the right to work in the UK. This is done upon commencement of their employment.
- All employees are made fully aware of their working hours, leave and absence entitlements alongside any other employment benefits.
- Forced labour is strictly prohibited and training on modern slavery is available to all employees.

Agency Workers

- We only engage agency workers that are provided from reputable suppliers.
- All suppliers of agency workers must ensure that their agency workers have the right to work in the UK and have procedures in place to ensure the risk of employing forced or compulsory labour is minimised.

Subcontractors

- All subcontractors are required to ensure their employees have the right to work in the UK.
- All site operatives are required to provide evidence of their CSCS cards prior to commencing work.

Suppliers

- All our materials are sourced directly from UK based organisations that are required to comply with UK laws on forced labour.

We are committed as an organisation to ensuring there is no modern slavery or human trafficking in any of the above aspects of our business. Our policy reflects our commitment to



acting ethically and with integrity in all our business relationships and to ensuring slavery and human trafficking is not taking place in our supply chain.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The implementation and operation of this management system underlines our commitment to this policy statement.

The whistle-blowing procedure stated within the terms of employment allows any employee to raise any of their concerns relating to modern slavery and human trafficking in confidence.

This statement will be reviewed and updated as necessary on at least an annual basis. Accountability for compliance with this statement rests with the management team and board of directors.

S. Halliwell

Director

6th January 2025