

# M38 - Anti-Modern Slavery & Human Trafficking Policy

## Introduction

This policy sets out the Metclad Contracts Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking within its own business or its suppliers and supply chain companies.

The company, in light of the general laws of employment and human rights and in particular the Modern Slavery Act 2015, is committed to preventing slavery and human trafficking in its corporate activities and to ensuring its suppliers and supply chain companies are free from slavery and human trafficking.

## Implementation of the policy

We expect all who have or seek to have a business relationship with our company or to gain employment within our company to familiarise themselves with our anti-slavery policy and at all times act in a way that is consistent with our anti-slavery policy.

The company will not knowingly support or deal with any business involved in slavery or human trafficking.

## Responsibilities

The company and in particular the Director Responsible for Health and Safety will ensure that a copy of our anti-slavery policy is distributed to all of our employees and issued to all new employees on their appointment.

We expect all employees to refer to this policy and understand what is required of them in relation to modern slavery and human trafficking.

## Relevant policies and practices

Metclad Contracts Ltd operates the following policies and practices that describe its approach to the identification of modern slavery risks and steps taken to prevent slavery and human trafficking in its operations and activities.

The company will also ensure a copy of our anti-slavery policy is communicated to our suppliers and to our supply chain companies at appropriate times during our business relationship with them and reinforced thereafter.

We endeavour to carry out our own recruitment activities for directly employed staff and to only use reputable employment agencies to source labour and we carry out background checks.

Personnel responsible for employing sub-contractors as part of our supply chain are advised to adhere to this policy and ensure that strict verification of potential employees' right to work is carried out before any offer of employment is made.

Metclad expects its suppliers and supply chain companies to adhere to recruitment practices to ensure that all terms of employment are voluntary and where felt necessary we may request demonstration of compliance with this policy

## Whistleblowing and reporting

Metclad Contracts Ltd will operate a whistleblowing policy which encourages workers, customers, suppliers and supply chain companies to report any concerns related to the direct activities or its supply chain to the Director Responsible for Health and Safety in accordance with the companies whistleblowing policy. This is to include any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

The company will investigate all reported concerns and is designed to ensure that it is easy for persons to report concerns without fear of recrimination or retaliation.

Signed

for Metclad Contracts Limited



T.C Millichap

SHEQ Director

## Record of changes to this document

Issue No.	Date of Issue	Summary of Changes
1	October 2016	Original policy document for issue
2	October 2017	Reviewed and notes added 'in accordance with the company's whistleblowing policy'
3	January 2018	Reviewed personnel updated and formatted
4	February 2019	Reviewed, minor formatting updates.
5	February 2020	Reviewed and no changes
6	March 2021	Reviewed and no changes
7	March 2022	Reviewed and no change.
8	March 2023	Reviewed and no changes
9	July 2024	Reviewed and no changes.