

# Policy Against Human Trafficking and Slavery



This Policy outlines the efforts Beardwell will make to seek to eradicate human trafficking and slavery from our supply chains. Beardwell opposes any use of slavery or human trafficking in the manufacture and distribution of products or services used in our construction projects and fully support the promotion of ethical and lawful business practices within our workplace. Beardwell will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organisation.

Beardwell's suppliers are an important part of our success and our culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as Beardwell. The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labour, illegal child labour or forced labour.
- Suppliers will ensure that the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a week.
- Suppliers will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of Beardwell and must demonstrate an equal commitment in regard to their own Supply Chain.

Beardwell will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier to Beardwell or its supply chain is found in violation of this policy, Beardwell will take prompt, remedial measures to address the violation as appropriate.

Beardwell will provide ongoing training to its employees (including those who have direct responsibility for supply chain management), on our policy against human trafficking and slavery.

A handwritten signature in blue ink, appearing to read 'Duncan Clark', with a horizontal line underneath.

Duncan Clark  
Managing Director  
Beardwell Construction Ltd  
11<sup>th</sup> January 2020