SALTASH
CONSTRUCTION

MODERN SLAVERY & HUMAN TRAFFICKING POLICY 2023

2023

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We all have a responsibly to be alert to slavery and human trafficking however small the business and in the wider supply chain. Employees are expected to report concerns and management are expected to act upon them.

ORGANISATIONS STRUCTURE

Saltash Enterprises Ltd is an established construction company, with wholly owned scaffolding, Aids & Adaptions, Joinery, and heritage divisions. The company has an annual turnover of less than £36m. Although under The UK Modern Slavery Act 2015, we are not required legally to address and report on Modern Slavery our board of directors have taken the commercial decision to develop and publish a modern slavery act statement in the form of an annual report outlining the steps taken to combat human trafficking and modern slavery in the business and throughout its entire supply chain.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour. With regards to national or international supply chains, our point of contact is preferably with a UK company or branch, and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to at least adopt a 'one-up' due diligence on the next link in the chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We expect all those in our supply chain and contractors to comply with our values. The Managing and Commercial Directors are responsible for compliance in their respective departments and for their supplier relationships.

- Child trafficking or child modern slavery is child abuse which requires a child protection. It is an abuse of human rights, and all children, irrespective of their immigration status, are entitled to protection under the law
- Discrimination in any form (EDI Policy)
- Working conditions and employee welfare.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

- Completion of House Audits by Area Managers and Business Development Managers.
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This voluntary statement constitutes our Company's slavery and human trafficking statement for the current financial year, 2022.



Richard Raymond - Director
4 September 2023

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