

Modern Slavery Policy

Benchmark Scaffolding has respect for people and is committed to meeting the aims of the Modern Slavery Act 2015.

The company is strongly opposed to any form of abuse whether it is in the company or its supply chain, which abuse includes but is not limited to:

- Exploitative practices
- Absence of or below legal minimum remuneration
- Abuse of employment law
- Forced or compulsory labour
- Exploitation of migrant labour
- Child labour
- Detention or effective detention of labour

The company endeavours to ensure slavery practices are not carried out within the company and its supply chain through a series of measures including:

- Boost awareness of Modern Slavery amongst its employees
- Encourage people to watch for signs and act when spotted
- Know and assess your supply chain
- Conduct stringent checks at induction
- Have full commitment in protecting the vulnerable

Every employee, contractor or other person associated with the company, who believes that abuse is being perpetrated, has a personal responsibility to report the circumstances to the HR department who will take appropriate action including reporting the matter to the relevant authorities.

Abuse reporting will be monitored and reported to the Board, any legally required external reporting will be carried out.

This policy will be reviewed annually for its continued suitability and effectiveness.

Illegal Workers

Benchmark Scaffolding carries out appropriate VISA, Passport and DOB checks to ensure all employees are entitled to work in the UK in accordance with Sections 15 to 25 of the Immigration,



Asylum & Nationality Act 2006. Should a non-EU resident apply to work with us, as identified by pre-employment screening questions, a copy of their work visa and passport would be required. All necessary checks would then be made to ensure the person had the right to work in the UK and they have no immigration restrictions that prevent them from doing the work in question. Should a potential employee's right to work in the UK be on a temporary basis, additional checks will be carried out to ensure that their documents have been renewed prior to them commencing employment to prevent a situation where their working rights would expire during their period of employment. All related verified documentation is retained for a minimum of three years after the individual has ceased employment with Benchmark Scaffolding.

POLICY STATEMENT

Each calendar year Benchmark Scaffolding will:

- Review its policy in relation to slavery and human trafficking
- Review its due diligence processes in relation to slavery and human trafficking in its business and supply chains
- Review its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate
- Review the training about slavery and human trafficking available to its staff

Approved by..........

Date: **09/05/2024**

Rob West
Managing Director of Benchmark Scaffolding