

FARNCOMBE CONSTRUCTION

CIVIL ENGINEERS AND GROUNDWORK CONTRACTORS

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Anti-Slavery & Human Trafficking Policy for Farncombe Smith 1990 LTD T/A Farncombe Construction

Farncombe Smith 1990 LTD is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Farncombe Smith 1990 LTD.

All individuals remunerated by the company will be required to provide proof of their right to work in line with the current legislation and submit their bank details at their induction. Sub-Contractor's will be required to do the same for individuals they provide as part of their sub-contract with us.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking. The company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR department upon request. This policy statement will be reviewed annually and published.

Signed: *R. Farncombe-Smith*

Date: 9th July 2024

Rod Farncombe-Smith
Director