Modern Slavery Policy

1. Overview and how we define Modern Slavery

1.1 Slavery, child labour, and human trafficking are serious crimes and a violation of fundamental human rights. There are various forms of 'Modern Slavery' that deprive victims of their liberty and often involve financial exploitation.

1.2 At our organization, Abercol, we conduct our business fairly, ethically, and with respect for fundamental human rights. We are fully committed to preventing all forms of slavery, forced labor or servitude, child labor, and human trafficking, both within our business and supply chains. Such practices will not be tolerated.

1.3 Please note that this policy does not constitute part of your employment contract, and we reserve the right to amend it at any time.

1.4 All individuals working for or on behalf of the Company, including employees, directors, officers, workers, consultants, volunteers, suppliers, or service providers, are required to read and comply with this policy.

1.5 The Company's Managing Director, Colin Phillip ('MD'), is responsible for the implementation of this policy.

1.6 Failure to comply with this policy may result in disciplinary action, including dismissal, termination of the contract with the Company, or other legal consequences.

2. Preventing slavery and human trafficking in our business

2.1 We conduct appropriate checks on all our employees, recruitment agencies, and suppliers to ensure that we know who is working for or on behalf of our organization.

2.2 Each employee is provided with a written contract of employment, and we ensure compliance with legal obligations regarding employee compensation, health and safety, working hours, rest breaks, and holidays.

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2.3 All employees are required to sign a copy of this policy to acknowledge they have read and understood it. Additionally, managers receive training on this policy.

3. If you are one of our suppliers

3.1 If you supply goods or services to our Company, you must assess your business and supply chains, confirming compliance with legal obligations related to Modern Slavery, and affirm your commitment to preventing slavery, forced labor or servitude, child labor, or human trafficking within your business or supply chains. You are also required to provide a copy of your anti-slavery policy.

3.2 Any breach of this policy or the discovery of slavery or human trafficking within your business or supply chain may result in the termination of our contract with you and pursuit of legal remedies.

4. If you are an employee or worker providing services for us

4.1 Should you suspect any instances of Modern Slavery or human trafficking within our business or supply chains, you are obligated to immediately report such suspicions to our MD. Our MD will investigate and take necessary action.

4.2 It is important to note that you will not face any detrimental treatment as a consequence of reporting genuine concerns, raised in good faith, under this policy. This protection applies even if, after investigation, the concerns are found to be mistaken. If you believe you have experienced any such treatment, please promptly inform our MD.

Signed:



Colin Phillip – Managing Director

Date:09/02/2023 - Policy review date: 09/02/2024

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