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## **MODERN DAY SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT**

Forkers Ltd acknowledges the provisions of the **Modern Slavery Act 2015** that will give law enforcement agencies the tools to fight modern slavery, ensuring that perpetrators can receive suitably severe punishments for these crimes and enhance the support and protection of victims.

This policy statement defines the company's commitment to ensuring that human trafficking and slavery does not exist in its own business and how it will make efforts to eradicate the same from within its supply chain.

The company also believes that it has a responsibility for promoting ethical and lawful employment practices and is satisfied from its own due diligence that there is no evidence of any act of modern-day slavery or human trafficking within its own organisation and is committed to providing a work environment that is free from human trafficking, forced labour and unlawful child labour.

Training will be undertaken by key individuals each time there is a change to this policy and on an annual basis.

Training and supplier due diligence form the focus of our KPIs that will assist in growing employees' awareness of Modern-Day Slavery and Human Trafficking.

We aim to do things in the right way all the time and encourage colleagues to speak up to make sure we never fall below this standard.

Anyone reporting a concern related to Modern Day Slavery and/or Human Trafficking at the company will be escalated to senior management, investigated, and reported to the authorities. Action will be victim-centred and flexible allowing us to respond on a case-by-case basis.

We annually review our policies which are available on [www.forkers.com](http://www.forkers.com) so that our stakeholders have easy access to them. We also host on our website a supplier code of conduct, which sets out in more detail the specific requirements of doing business with Forkers Ltd.

Each company policy has a specific director level owner, and all set out how we expect our people, partners and suppliers to behave and operate when representing Forkers Ltd. Of our policies, several are relevant to modern slavery and / or ethical labour matters.

The company's due diligence and approval processes for all subcontractors and suppliers in our supply chain includes a review of the controls they have in place to identify and monitor slavery and human trafficking. Any goods that are supplied from our suppliers that are sourced outside the UK and EU are potentially at risk of slavery and human trafficking issues. The level of management control required for these sources will be continually monitored.

### **Requirements for subcontractors and suppliers to ensure transparency within our supply chain:**

- Will not use forced or compulsory labour, i.e. any work or service that a worker performs involuntarily or under threat of penalty
- Will ensure that the overall terms of employment are voluntary
- Will allow freedom of movement
- Will allow freedom of association
- Will prohibit any threat of violence, harassment and intimidation
- Will prohibit the use of worker-paid recruitment fees
- Will prohibit compulsory overtime
- Will prohibit discrimination
- Will prohibit confiscation of workers original identification documents
- Will comply with the minimum age requirements prescribed by legislative requirements
- Will compensate its workers with earnings and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements
- Will abide by applicable legislative requirements concerning the maximum hours of daily labour

## **FORKERS LIMITED**

(INCLUDING FORKERS SCOTLAND LTD, FORKERS RENEWABLE ENERGY LTD,  
MINI-PILING & DRILLING LTD, P FORKER PLANT HIRE LTD)

**Forkers Ltd**

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- Will not engage in any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK
  - Will ensure that any sub-contractors or suppliers from whom they source goods and/or services for incorporation in those supplied to Forkers Ltd adhere to these requirements
  - Will confirm their adherence to relevant legislative requirements i.e. human trafficking, slavery and child labour in each of the relevant countries in which they operate or source goods.
  - Will provide access to remedy, compensation and justice for victims of modern slavery

Upon request and at the time subcontractors / suppliers complete the company's approval questionnaire they will have to demonstrate compliance with this policy and legislative requirements to the reasonable satisfaction of Forkers Ltd. The company may also perform periodic audits on its subcontractors and suppliers and they will be expected to fully co-operate with any such audit.

Subcontractors and suppliers who are found to have or be engaging in human trafficking, slavery and are in breach of legislative requirements (including this policy) or refuse to co-operate with any audit to verify compliance will be liable to have any agreement, arrangement or other type of contract with the company terminated immediately, without compensation. The company shall also take such other steps that are determined to be necessary to address any violation and seek to prevent its reoccurrence.

**Forkers Limited will not knowingly support or deal with any business involved in slavery or human trafficking.**



**D Cartwright, Construction Director**

1<sup>st</sup> January 2024