



Slavery & Human Trafficking

PK Construction (Lincs) Ltd is committed to acting ethically and with integrity in all its business dealings. The company seeks to implement and enforce effective systems and controls to ensure that those who work for the business are valued, treated with respect and not subjected to any form of discrimination. Employees are paid a fair wage, and encouraged to undertake training to become skilled, safe workers and fulfil their own potential.

The company seeks to comply with standards as defined by the International Labour Organisation. The Standards define four basic, fundamental and universal rights which all workers are entitled to. These basic employment standards are further enhanced by UK acts, regulations and common laws; in order to provide UK workers with a charter of employment rights. Which relate to areas such as a minimum wage, holiday entitlement, sick pay provisions, pension and the number of working hours. The Modern Slavery Act 2015 is a recent addition to UK employment laws and forms the basis of this policy.

Freedom from forced labour

Modern slavery is a crime and a violation of fundamental human rights. It can appear in many forms – slavery, servitude, forced labour and human trafficking, all of which seek to deprive a person of their freedom and liberty. Those who are forced to work are exploited by others for *their* own personal or commercial gain.

PK Construction does not tolerate or support the use of forced labour, debt bonded, indentured or trafficked workers, nor those who are controlled with the threat or use of physical or verbal abuse.

As an employer PK Construction has a low staff turnover, with new employees often recruited through recommendation. The company has a robust vetting process to ensure all candidates are able to prove their identity. Employees are paid through a pay role system, with wages paid directly into their own named bank account. As such all employees have a National Insurance Number. New employees will be asked to present photographic proof of their identity.

The company will comply with applicable laws and industry standards on working hours and holiday entitlements. Employees are allowed to opt out of extended working hours (beyond 48 hours). Employees are free to leave upon giving reasonable notice.

PK Construction expects its suppliers and subcontractors to adhere to the same standards and practices. The company expects that all of its suppliers assess and monitor not only the competency but also the welfare and the legitimacy of its workforce. PK Construction will cease to purchase goods or services from any supplier or subcontractor who is found to be engaging in human trafficking or using forced labour.

All PK Construction employees are empowered to approach in a sensitive manner anyone they encounter who they believe may be a victim of forced labour. Employees are

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encouraged to report any suspicions which they have regarding breeches of this policy to a director, in accordance with the company's Whistleblowing Policy.

Suspicious regarding someone being the subject of forced labour can be raised anonymously with the Modern Slavery & Exploitation Helpline on 0800 121 700, or at [Modernslaveryhelpline.org/report](https://modernslaveryhelpline.org/report)

Freedom from child labour

The Company does not engage in or support the use of child labour. If the company engages any young workers (e.g. on work experience or apprenticeship), it will ensure that a specific risk assessment is carried out. That young persons are well supervised, not exposed to any hazardous conditions, or work more than 8 hours per day.

Policy Record

The Company commits to periodically reviewing this policy in order to continuously improve. Taking into consideration changes in legislation, industry best practice, in order to ensure the continued adequacy, suitability and effectiveness of this policy.

Review Number	Amendment	Date	Initials
01/16	First Issue of Policy	31.03.16	RE
02/17	Annual Review	21.8.17	RE
03/17	Rename to Slavery & Human Trafficking. PDF copy created added to PK website	04.10.17	RE
4/18	Annual Review	11.10.18	RE
05/19	Annual Review	4.10.2019	LG
6	Amendment to format of title & logo	30.01.20	RE
7	Review	23.02.21	RE
8	Addition of Modern Slavery Helpline	17.06.21	RE
9	Review. Edited.	17.06.22	RE
10	Review	13.07.23	RE
11	Annual Review	31.07.24	RE