



## 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 form the basis of this policy.

Procedures are designed to assess the risk in our business and in turn through policy, awareness and education reduce the potential risk of forced labour occurring within the company supply chain.

### 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 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 Lincs (Ltd) 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 expected to have a National Insurance number, be able to present their drivers licence, and will be paid directly into their named bank account. When deemed appropriate new employees may be asked to present their passport as part of local security policy.

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

PK Construction Lincs (Ltd) 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 Lincs (Ltd) will cease to purchase goods or services from any supplier or subcontractor whom is found to be engaging in human trafficking or using forced labour.

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All PK Construction Lincs (Ltd) Employees are empowered to approach in a sensitive manner anyone they encounter who they believe may be a victim of forced labour. Employees are encouraged to report any suspicions which they have regarding breaches of this policy to a Director, in accordance with the company's Whistleblowing Policy.

#### 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. And 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	Annual Review. Amendment to format of title & logo	30.01.20	RE

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