



# ANTI SLAVERY POLICY

## POLICY STATEMENT

Rising Labour recognized that our commercial and corporate activities have an impact on our stakeholders – those individuals or groups who are affected directly or indirectly by our activities and achievements.

- Modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.
- As a socially responsible company we have a right to expect transparency in our own business and for us to have a positive approach to tackling along with our supplier's Modern Slavery Act 2015.
- We expect the same high standards from all our contractors and other business partners. And as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.
- This policy does not form part of any employee's contract of employment and we may amend the policy at any time.

## **RESPONSIBILITY FOR THE POLICY**

- Rising labour is therefore committed to following and implementing the principles of the Modern Slavery Act 2015
- Management at all levels are responsible for ensuring those reporting to them to understand and comply with the policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

## **COMPLIANCE WITH THE POLICY**

- You must ensure that you read, understand and comply with the policy.
- The Prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.
- You must notify your Manager or Director as soon as possible if you believe or suspect that a conflict with the modern slavery policy is being breached.
- If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your line manager or any member of the senior team as soon as possible. You should note as many details as possible so that we can investigate any allegations in full and as quickly as possible.
- We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

## **BREACHES OF THE POLICY**

- Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- We may terminate our relationship with our individuals and organisation working on our behalf if they breach this policy.