



# Policy – Anti Slavery

## Trafficking Policy

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### CSP06

#### Objective

In line with the requirements under the Modern Slavery Act 2015, Code Serve has prepared a statement and policy for its management and system to comply with this legislation.

**“Code Serve is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (“human trafficking and slavery”). We strongly believe that we are responsible for promoting ethical and lawful employment practices. These practices are also required to be followed by our suppliers, subcontractors and business partners.”**

#### Responsibility

All employees

Page	Issue		Revision Details	Prepared	Authorised
	Rev	Date			
All	0	15/02/2017	Initial Document	G. Rees	D. Dark
All	0	15/02/18	Annual Review	G. Rees	D. Dark
All	0	06/02/2019	Annual Review	G. Rees	D. Dark
All	0	12/02/2020	Annual Review	G. House	D. Dark
All	0	16/02/2021	Annual Review	G. House	D. Dark
All	0	14/02/2022	Annual Review	G. House	D. Dark
All	0	06/02/2023	Annual Review	G. House	D. Dark



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#### Policy:

- Code Serve will not tolerate the use of unlawful child labour or forced labour in the manufacture of products it uses and will not accept products or services from Suppliers that employ or utilise child labour or forced labour in any manner.
- Code Serve will not accept the use of unlawful or forced labour as part of its Construction activities and will not accept services from any sub-contractors that employ or utilise child labour or forced labour in any manner.
- Human trafficking and slavery are crimes under UK and International law, and these crimes exist in countries throughout the world.
- This Policy is to define how Code Serve will make efforts to eradicate human trafficking and slavery from not only within its organisation but also from our supply chain.

#### Scope:

- This policy covers all employees of Code Serve, all its sub-contractors and all of its suppliers.

#### Definitions:

- **Human Trafficking:** The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.
- **Forced Labour:** All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.
- **Harmful Child Labour:** Consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

#### Responsibilities under the Policy:

- The Director is responsible for endorsing the principals set out in this policy.



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#### Requirements of the Policy:

Suppliers and Subcontractors of Code Serve

- Will not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty;
- Will ensure that the overall terms of employment are voluntary;
- Will comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements;
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements;
- Will abide by applicable law concerning the maximum hours of daily labour;
- Will ensure that all workers employed on Code Serve construction sites are legally entitled to work within the UK and European Union, and if required have documentation to support this. This may include workers from outside the EU.

This policy shall be reviewed periodically to ensure its compliance to current legislation and with company targets and objectives.



Recoverable Signature

X

A handwritten signature in black ink, appearing to read 'Daniel Dark'.

Daniel Dark