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Health & Safety Consultant: Wass Consultants

## HUMAN TRAFFICKING AND SLAVERY POLICY

This policy outlines the efforts Ainsworth Civils & Engineering Limited will make seek to eradicate human trafficking and slavery from our supply chains. Ainsworth Civils & Engineering Limited opposes any use of slavery or human trafficking in the manufacture and distribution of products used and fully supports the promotion of ethical and lawful business practices within our workplace. Ainsworth Civils & Engineering Limited will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organisation or supply chain. This policy complies with the Modern Slavery Act 2015.

Ainsworth Civils & Engineering Limited expects each of our business partners to conduct their business with the same commitment to ethical business practices as Ainsworth Civils & Engineering Limited and will take steps to ensure that labour abuses, including modern slavery and human trafficking are not taking place in its own business or within any of its supply chain. We will ensure that:

- Suppliers comply and act in accordance with this Policy.
- Suppliers will be expected to comply with the Immigration, Asylum and Nationality Act 2006.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a seven day week.
- All recruitment is carried out in a fair and transparent manner and will comply with relevant legislation and standards.
- Ainsworth Civils & Engineering Limited will take a partnership approach with regards to working with its suppliers to combat the threat of modern slavery and human trafficking across its sectors and all the industries in which it operates.

Ainsworth Civils & Engineering Limited will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier is found in violation of this policy, Ainsworth Civils & Engineering Limited will take prompt, remedial measures to address the violation and cease any trading arrangements. In addition, Ainsworth Civils & Engineering Limited will notify the relevant authorities of an individual or a supplier's contravention of the Act.

The Human Trafficking and Slavery Policy will be reviewed annually or sooner if required.

Signed by:   
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*Managing Director*

Date: 3<sup>rd</sup> January 2024

Review Date: January 2025