

MODERN SLAVERY ACT POLICY

GPC74 Limited is a family-owned company, based in Shropshire. We provide construction, groundworks and maintenance services throughout the UK, supplying and supporting household names within the UK retail and construction sectors. Our activities are undertaken solely in the UK and our sub-contractors and suppliers are also predominantly based in the UK.

We are all too aware that the construction industry is one of the many industries in the UK targeted by human traffickers and recognise that not only is modern slavery (which encompasses human trafficking, forced labour and unlawful child labour) a criminal offence, it is a violation of human rights and an affront to moral codes.

As a caring employer, we strongly believe we have a responsibility for promoting lawful and ethical employment practices. We have a zero-tolerance policy to modern slavery and are fully committed to ensuring such practices are not part of our business. This extends to the supply chains we use and the contractors we engage.

In order to commit to this, we have the following practises in place:

- ▶ GPC74 Limited has developed and implemented this Modern Slavery Policy in order to tackle this issue.
- ▶ GPC74 limited has signed up to the 'Stronger Together' initiative and is working alongside their guidelines to continually improve our policies and procedures in order to reduce Modern Slavery.
- ▶ GPC74 Limited has appointed its Senior Management team and Company Directors to have responsibility for the human rights, ethical trade and corporate social responsibilities of the business including Modern Slavery.
- ▶ GPC74 Limited is committed to creating a culture of trust where workers feel valued, are treated with dignity and respect and can raise issues without fear of retribution.
- ▶ GPC74 Limited refers to its policies and procedures in its Terms & Conditions and Contractor Agreements and seeks acceptance prior to any business partnerships being formed.
- ▶ GPC74 Limited can demonstrate due diligence when appointing new workers through checking their right to work status and their legitimacy.
- ▶ We commit to working collaboratively and proactively with enforcement agencies such as the police to assist in crime prevention.
- ▶ Senior management within GPC74 Limited will regularly conduct spot checks and ethical audits to check that good practice in identifying, deterring and tackling hidden labour exploitation is being consistently applied throughout its business.
- ▶ GPC74 Limited has a Whistleblowing Policy in place which provides a process to report and record any suspected cases of labour trafficking, forced labour and other hidden labour exploitation. All workers including contractors are aware of this process and senior management deals with any reports appropriately.
- ▶ GPC74 Limited ensures that its workers receive training during their induction in our Modern Slavery and Whistleblowing policies.



Serving our clients since 1974

- ▶ GPC74 Limited has a fair and non-discriminatory recruitment policy and process in place and the recruitment of workers is only undertaken by management that has been trained in the company's processes to recognise, prevent and report forced labour, labour trafficking and other third-party labour exploitation.
- ▶ GPC74 Limited commits to regular staff briefings on Modern Slavery through training and Company Newsletters.
- ▶ GPC74 Limited has a Grievance process in place that is made available to all workers.
- ▶ GPC74 Limited will review its suppliers/contractors own policies where reasonably practicable through Questionnaires and their own Websites.
- ▶ GPC74 will not appoint suppliers, Contractors or sub-contractors whose policies are deemed insufficient, or where their practice is deemed to risk breach of GPC74's policies.
- ▶ GPC74 Limited will regularly review our policies on a regular basis and identify any new issues/changes in our business.

Senior management take responsibility for implementing this policy statement and its objectives.

A handwritten signature in black ink, appearing to be "Louis Purchase", with a long horizontal line extending to the right.

Louis Purchase
Managing Director

Date: 08/18 – Review Date: 08/19