



D&K Groundworks Contractor Ltd

Modern Slavery & Illegal Workers Policy

Approved by: Kiron Nicholson

Job Role: Director

Signed:

Kiron Nicholson

19 May 2021

This policy must be reviewed by the following Date:

18/05/2022

Company Name	Signed by	Review due date
D&K Groundworks Contractor Ltd	Kiron Nicholson	18/05/2022

Introduction

This Modern Slavery and Illegal Workers Policy relates to actions and activities during the current year and shall be reviewed on or before 18/05/2022.

The statement sets down D&K Groundworks Contractor Ltd's commitment to preventing slavery, human trafficking and illegal workers in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery, human trafficking or illegal workers in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational Structure and supply chains

This statement covers the business activities of D&K Groundworks Contractor Ltd which are as follows:

D & K Groundwork Contractor Ltd provides an extensive range of Groundworks and Civil Engineering services to suit the requirements of any domestic or commercial project in the South East.

The Company currently operates in the following countries:

- United Kingdom

Training

To ensure a good understanding of the risks of modern slavery, human trafficking and illegal workers in our business and supply chains, the Company requires all employees to attend a short training presentation where the company modern slavery training presentation is delivered within the first 2 months of employment.

Policy

D&K Groundworks Contractor Ltd is committed to ensuring that there is no modern slavery, human trafficking or illegal workers in our business or our supply chains. This Statement affirms our intention to act ethically in our business relationships.

Illegal Workers

D&K Groundworks Contractor Ltd carry out appropriate VISA, Passport and DOB checks to ensure all employees are entitled to work in the UK in accordance with Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006. Should a non-EU resident apply to work with us, as identified by pre-employment screening questions, a copy of their work visa and passport would be required. All necessary checks would then be made to ensure the person had the right to work in the UK and they have no immigration restrictions that prevent them from doing the work in question.

Should a potential employees' right to work in the UK be on a temporary basis, additional checks will be carried out to ensure that their documents have been renewed prior to them commencing employment to prevent a situation where their working rights would expire during their period of employment.

All related verified documentation is retained for a minimum of 2 years after the individual has ceased employment with D&K Groundworks Contractor Ltd.

Due Diligence Processes for Slavery and Human Trafficking

D&K Groundworks Contractor Ltd undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes the building of long-

Company Name	Signed by	Review due date
D&K Groundworks Contractor Ltd	Kiron Nicholson	18/05/2022

standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier &/or invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Policy Review

This Modern Slavery and Illegal Workers Policy will be regularly reviewed and updated as necessary. The Company Director endorses this policy statement and is fully committed to its implementation.

Company Name	Signed by	Review due date
D&K Groundworks Contractor Ltd	Kiron Nicholson	18/05/2022