

## **MODERN SLAVERY POLICY**

### **ABOUT THIS POLICY**

O J Neil Contracting Limited 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 that modern slavery is not taking place anywhere within our own business or in any of our supply chains.

We are committed to ensuring that there is transparency in our own business and in our approach to modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

### **WHAT IS MODERN SLAVERY?**

Modern slavery is a crime and a 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.

### **WHO MUST COMPLY WITH THIS POLICY?**


This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

### **PROCESSES TO COMBAT TRAFFICKING AND SLAVERY**

We are committed to providing our staff with a salary which at least meets the National Living Wage and offering the required statutory leave entitlement. The former is audited annually through the payroll process and procedures.

Furthermore, we ensure all our staff have provided their National Insurance Number, Passports and Working Visa if applicable, prior to their employment and perform the necessary checks to determine their eligibility to work in the UK.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Signed:  .....

**Olly Neil**

**Managing Director of O. J. Neil Contracting Ltd**