

ANTI-SLAVERY POLICY			OFFICIAL SENSITIVE
DOC REF: 20210101-CG-PO-Anti-Slavery Policy	REVISION: 0	APPROVAL DATE: 01/01/2021	APPROVED BY: LW

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1.0 Purpose

This policy outlines Carvell Group’s actions to mitigate the risks of modern slavery in our business and to set out the actions we intend to take going forward.

2.0 Scope

This policy forms part of the organisation’s Management System and applies to all activities and processes of Carvell Group.

3.0 Roles & Responsibilities

JOB TITLE	RESPONSIBILITIES
Managing Director	Is ultimately responsible for this policy.

4.0 Policy

We aim to ensure that all suppliers engaged by any group company shall adhere to the following terms and practices.

4.1 What is slavery?

4.1 The Modern Slavery Act (MSA) 2015 covers four activities:

Slavery	Exercising powers of ownership over a person
Servitude	The obligation to provide services is imposed by the use of coercion
Forced or compulsory labour	Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily
Human trafficking	Arranging or facilitating the travel of another person with a view to their exploitation

This policy covers all four activities.

4.2 How is it relevant to us?

4.2.1 Modern slavery is a complex and multi-faceted crime and tackling it requires all of us to play a part. At first glance, you may think this whole subject is irrelevant to us, but it's not.

4.2.2 At a very basic level, of course preventing exploitation and human trafficking, and protecting our workforce and reputation makes good business sense.

4.2.3 The MSA 2015 recognises the important part businesses can and should play in tackling slavery and encourages them to do more.

4.2.4 With this in mind, we need to pay particularly close attention to:

4.2.4.1 our supply chain

4.2.4.2 any outsourced activities, particularly to jurisdictions that may not have adequate safeguards

4.2.4.3 cleaning and catering suppliers

4.2.4.4 corporate hospitality

5 Responsibilities

5.1 Carvell Group Limited, our managers and colleagues have responsibilities to ensure our fellow workers are safeguarded, treated fairly and with dignity.

5.2 Everyone must observe this policy and be aware that turning a blind eye is unacceptable and simply not an option.

5.3 The firm

5.3.1 We will:

- (a) maintain clear policies and procedures preventing exploitation and human trafficking, and protecting our workforce and reputation
- (b) be clear about our recruitment policy (see Recruitment)
- (c) check our supply chains (see Supply chains)
- (d) lead by example by making appropriate checks on all employees, recruitment agencies, suppliers, etc to ensure we know who is working for us
- (e) ensure we have in place an open and transparent grievance process for all staff
- (f) seek to raise awareness so that our colleagues know what we are doing to promote their welfare
- (g) make a clear statement setting out the steps we have taken to ensure slavery and human trafficking is not taking place in our supply chains and to demonstrate that we take our responsibilities to our employees and our clients seriously (see Anti-slavery statement)

5.4 Managers

5.4.1 Managers will:

- (a) listen and be approachable to colleagues
- (b) respond appropriately if they are told something that might indicate a colleague or any other person is in an exploitative situation
- (c) remain alert to indicators of slavery (see Identifying slavery)
- (d) raise the awareness of our colleagues, by discussing issues and providing training, so that everyone can spot the signs of trafficking and exploitation and know what to do
- (e) use their experience and professional judgement to gauge situations

5.5 Colleagues

5.5.1 We all have responsibilities under this policy. Whatever your role or level of seniority, you must:

- (a) keep your eyes and ears open—if you suspect someone (a colleague or someone in our supply chain) is being controlled or forced by someone else to work or provide services, follow our reporting procedure (see Reporting slavery)
- (b) follow our reporting procedure if a colleague tells you something you think might indicate they are or someone else is being exploited or ill-treated
- (c) tell us if you think there is more we can do to prevent people from being exploited

6 The risks

6.1 The principal areas of risk we face, related to slavery and human trafficking, include:

- 6.1.1 supply chains
- 6.1.2 recruitment through agencies

6.1.3 general recruitment

6.2 We manage these risk areas through our procedures set out in this policy.

7 Our procedures

7.1 Anti-slavery statement

7.1.1 We make a clear statement setting out the steps we have taken to ensure slavery and human trafficking is not taking place in our supply chains and to demonstrate that we take our responsibilities to our employees, people working within our supply chain and our clients seriously.

7.1.2 We make this statement through this policy.

7.1.3 Our statement

(a) Carvell Group and its group of companies are consultants, to the fire alarm industry, providing technical expertise in the Design and Verification of Fire Alarm systems.

(b) This policy sets out the key risk areas we face and our approach to avoiding and preventing modern slavery.

7.2 Supply chains

7.2.1 We thoroughly check supply chains to ensure the potential for slavery and human trafficking is significantly reduced.

7.2.2 We tell the companies we do business with that we are not prepared to accept any form of exploitation.

7.2.3 All our supplier contracts contain an anti-slavery clause. This clause, which flows down through all layers of our supply chain, prohibits suppliers and their employees from engaging in slavery or human trafficking.

7.2.4 We ensure we can account for each step of our supply processes—we know who is providing goods and services to us and we have mechanisms and processes in place to check, including:

(a) We ensure we have visibility throughout the entire supply chain and ensure we have sufficient provisions in our terms and conditions of purchase.

(b) Where possible we try and carry out risk assessments on suppliers including where reasonable, undertaking credit checks and trade references.

(c) We are committed to reviewing all policies which we have in place relating to our Suppliers annually.

7.3 Recruitment

7.3.1 General recruitment

(a) We always ensure all staff have a written contract of employment and that they have not had to pay any direct or indirect fees to obtain work.

(b) We always ensure staff are legally able to work in the UK.

- (c) We check the names and addresses of our staff (a number of people listing the same address may indicate high shared occupancy, often a factor for those being exploited).
 - (d) We provide information to all new recruits on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.
- 7.4 If, through our recruitment process, we suspect someone is being exploited, the Recruitment team / HR department will follow our reporting procedures (See Reporting slavery).

8 Identifying slavery

- 8.1 There is no typical victim and some victims do not understand they have been exploited and are entitled to help and support.
- 8.2 However, the following key signs could indicate that someone may be a slavery or trafficking victim.
- 8.2.1 The person is not in possession of their own passport, identification or travel documents.
 - 8.2.2 The person is acting as though they are being instructed or coached by someone else.
 - 8.2.3 They allow others to speak for them when spoken to directly.
 - 8.2.4 They are dropped off and collected from work.
 - 8.2.5 The person is withdrawn or they appear frightened.
 - 8.2.6 The person does not seem to be able to contact friends or family freely.
 - 8.2.7 The person has limited social interaction or contact with people outside their immediate environment.
- 8.3 This list is not exhaustive.
- 8.4 Remember, a person may display a number of the trafficking indicators set out above but they may not necessarily be a victim of slavery or trafficking. Often you will build up a picture of the person's circumstances which may indicate something is not quite right.
- 8.5 If you have a suspicion, report it.

9 Reporting slavery

- 9.1 Talking to someone about your concerns may stop someone else from being exploited or abused.
- 9.2 If you think that someone is in immediate danger, dial 999.
- 9.3 Otherwise, you should discuss your concerns with the Company Secretary who will decide a course of action and provide any further advice.
- 9.4 Not all victims may want to be helped and there may be instances where reporting a suspected trafficking case puts the potential victim at risk, so it is important that in the absence of an immediate danger, you discuss your concerns first with the Company Secretary before taking any further action.

10 Training

- 10.1 We provide specialist training to those staff members who are involved in managing recruitment and our supply chains.
- 10.2 More general awareness training is provided to all staff through formal training sessions, via team leaders or managers, online, etc.

11 Monitoring our procedures

- 11.1 We will review our Anti-slavery policy regularly, at least annually. We will provide information and/or training on any changes we make.