

2.8 Anti-Slavery & Human Trafficking Policy Statement

This Policy applies to all members, Operatives, agents, consultants and those parties in our supply chain. Any reported breach of this Policy will be investigated and may lead to disciplinary action which subsequently could result in disciplinary action or employment of supply contracts.

The detection and reporting of slavery and human trafficking is the responsibility of all of us. Stakeholders should raise any concerns about any issue or suspicion of slavery in any part of our business or supply chain at the earliest possible stage. Suitable channels of communication by which reports can be made are detailed in our Whistleblowing Procedure.

It is our approach to comply with all laws and regulations relevant to our business in all countries where we operate. Following the implementation of the Modern Slavery Act 2015, SMD Scaffolding is committed to maintaining and enforcing effective systems and controls to ensure modern slavery or human trafficking is not taking place anywhere within our own business or in any our supply chains.

Modern slavery is criminal activity and a violation of human rights. The deprivation of a person's liberty by another in order to exploit them for personal or commercial gain is unacceptable. For these reasons, slavery and human trafficking is a matter of zero tolerance at SMD Scaffolding.

All Operatives will be subject to checks to ensure they are legally allowed to work within the UK. Any Operative that is highlighted as being at risk of exploitation will receive the full support of the company.

All persons who directly carry out work for SMD Scaffolding will be afforded the same protections set out within this policy. All non-Operative workers will be checked for their eligibility to work within the UK. Any staffing agency used by SMD Scaffolding will be required to demonstrate similar levels of commitment before any business is carried out.

All staff involved in the engagement of suppliers must communicate our zero tolerance approach to all prospective parties at the outset of our business relationship and monitor our approach as appropriate thereafter. We may terminate our relationship with third parties engaged with us if they are proven to have acted contrary to this Policy.

Signed



Stephen McDermott
Managing Director