



## **SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT**

### **Statement**

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, agents, contractors, and suppliers.

G R Carr is committed to preventing the use of modern slavery and human trafficking in our operations and supply chain. To this end, we have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

In turn we expect that our suppliers will hold their own suppliers to the same high standards.

### **Modern Slavery and Human Trafficking**

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

### **Our Commitment**

G R Carr expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- ◆ We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- ◆ The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us, or on our behalf.
- ◆ Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- ◆ We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.

We take a risk-based approach to our contracting processes and keep them under review. Where we assess such circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour, we shall include this in our contracts with third parties. In these circumstances we may require:

- ◆ Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our specific prohibitions.
- ◆ Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the specific prohibitions.
- ◆ That we will carry out audits of suppliers for their compliance with requirements.

If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

Signed

Dated 5<sup>th</sup> January 2024

Stephen Gilliland  
Director

John Riley  
Director

John Gilliland  
Director

Daniel Riley  
Director