

Anti-Slavery and Human Trafficking Policy

Brit Construction & Cleaning Ltd

1. Policy Statement

Brit Construction & Cleaning Ltd strictly prohibits the use of modern slavery and human trafficking in all areas of our business and supply chain. We are committed to implementing robust systems and controls to ensure modern slavery is not taking place within our organisation or through any of our contractors, suppliers, or partners.

Modern slavery includes slavery, servitude, forced or compulsory labor, bonded labor, child labor, and human trafficking. These are criminal offences and violations of fundamental human rights. We are committed to enforcing the **Modern Slavery Act 2015** and expect all individuals and organisations connected to our business to uphold the same standards.

2. Scope

This policy applies to all persons working for Brit Construction & Cleaning Ltd or on our behalf, in any capacity, including:

- Employees at all levels
- Directors and shareholders
- Permanent and temporary workers
- Contractors and Sub contractors

3. Our Commitment

We maintain a **zero-tolerance approach** to modern slavery and commit to the following measures:

- Preventing, detecting, and reporting modern slavery in our operations and supply chains.
- Ensuring all recruitment and labor supply partners comply with UK employment law.
- Conducting due diligence on subcontractors and workers.

- Including anti-slavery clauses in relevant contracts, requiring compliance with this policy.
- Raising staff awareness by providing training and distributing guidance on spotting the signs of modern slavery.

4. Responsibilities

- **Managing Director** has overall responsibility for ensuring this policy is implemented, reviewed annually, and communicated to staff and contractors.
- **Supervisors** are responsible for ensuring their teams and subcontractors comply with this policy and reporting concerns promptly.
- **Employees, Operatives, and Contractors:** must not engage in or facilitate modern slavery and are required to report any suspicions or concerns immediately.

5. Reporting Concerns

Any concerns relating to suspected modern slavery should be reported immediately to:

- **Director: Ajibawo Oluwaseun**
- Or via the company's **Whistleblowing Procedure** admin@britconstructclean.co.uk.

All reports will be treated seriously and investigated promptly. We will support individuals who raise concerns in good faith.

6. Risk-Based Approach

We adopt a **risk-based approach** to prevent modern slavery by:

- Assessing new and existing suppliers for compliance.
- Requiring contractors to confirm compliance with this policy.
- Working only with CSCS-verified labor suppliers and fully vetted cleaners.
- Reviewing contracts regularly to include anti-slavery requirements.
- Conducting supplier audits where necessary.

7. Consequences of Breach

Any individual or organisation found to be in breach of this policy will face appropriate action, which may include:

- Termination of employment or subcontract agreements.
- Reporting to the appropriate authorities.
- Remediation measures to protect individuals impacted.

8. Training and Awareness

We will distribute awareness material to all our staff to help them recognise the signs of modern slavery. We will continue to provide regular training, inductions, and toolbox talks to ensure awareness across the company.

9. Review

This policy will be reviewed annually or sooner if legislation, risks, or company operations change. It is available to employees, subcontractors, clients and the public upon request and published on our website.

Ajibawo Oluwaseun



Managing Director:

Updated: 14/08/2025