

Modern Slavery and Human Trafficking Policy

RJ Leighfield & Sons Ltd is committed against modern day slavery and human trafficking within its business and its supply chains. This policy outlines how we protect against these issues, in line with the requirements of the Modern Slavery Act 2015.

We have a zero tolerance to slavery and human trafficking and expect our staff, suppliers and sub-contractors to comply with our values. We have a duty to be alert to the risks in our business and wider supply chain. Staff are expected to follow the guidance outlined in this policy and to report concerns. Managers are expected to act if concerns are raised, whether from within the business or outside.

As a business we are committed to act ethically, being open and honest in our business relationships, and to implement effective procedures to, as far as practically possible, ensure slavery and human trafficking does not take place anywhere in the business or supply chain.

As part of the company's due diligence regarding slavery and human trafficking we will:

- aim to build long standing relationships with suppliers and sub-contractors, and to communicate our expectations clearly.
- encourage the reporting of concerns.
- review the controls undertaken by our existing supply chain to ensure they abide by the Modern Slavery Act 2015.
- assess all new sub-contractors, as part of our approval process, to ensure they have controls in place to abide by the Modern Slavery Act 2015.
- ensure all relevant staff have received adequate resources (training, etc) to ensure that slavery and human trafficking is not taking place within the business or its supply chain.

This policy takes into account, and supports, the policies, procedures and requirements stated in our Business Management System, which is compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018

This policy is reviewed annually by the Directors who take responsibility for implementing this policy to ensure that our organisation and supply chains are free from slavery and human trafficking.

Signed on behalf of RJ Leighfield and Sons Ltd

Date 29th July 2022

Mark Stratford

Director