



EAST THAMES  
AGGREGATES  
LIMITED

## MODERN SLAVERY & HUMAN RIGHTS STATEMENT

### Our commitment to the principles of the Modern Slavery Act 2015

East Thames Aggregates Limited is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunity's employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not intentionally work with businesses or organisations, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### Our supply chain

Due to the nature of our business, we endeavour to make everyone aware of modern slavery in our business and supply chain sub-contractors.

Our supply chain is limited, and we only procure goods and services from a restricted range of UK suppliers, through selection policy.

### Our commitment in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the company and selected partners.

- Codes of conduct
- Ethical Diversity
- Speak Out & Speak Up (Whistleblowing)
- Bullying & Harassment not tolerated
- Diversity and inclusion policy
- Recruitment and selection policy

## Embedding the principles

We will continue to embed the principles through:

- Providing awareness to all our staff on the Modern Slavery Act 2015 and informing them of the appropriate action(s) to take if they suspect a case of slavery or human trafficking.
- Ensuring staff involved in procurement activity deal with our registered suppliers are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Ensure our procurement staff follow policy guidance on vetting New Potential supply chain partners.
- Ensuring that consideration of the modern slavery risks and prevention are added to the company policy review process as an employer and procurer of goods and services
- Making sure the Company's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- Continuing to take action to embed a zero-tolerance policy towards modern slavery
- Ensuring that staff involved in procurement and the recruitment are fully aware of the modern slavery and ethical employment practices

### AUTHORISATION:



Signed:

Mr J A Rogers (Managing Director)

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