



General

- Workers are not be subjected to any form of forced or compulsory labour.
- All workers are treated fairly and equally.
- Written contracts of employment are provided to all workers, in English.
- Only individuals with the right to legally work in the United Kingdom will be employed. Migrant workers (or their family members) must never be threatened with denunciation to authorities to coerce them into taking up or maintaining employment.
- Ensure any recruitment agencies used operate legally.

Costs and Payments of Salary / Wages

- Workers must never be charged any fees or costs for recruitment.
- Workers must never be asked for a deposit or payment to gain employment.
- All workers are paid at least the minimum wage and any legally mandated benefits.
- Wage payments are made at regular intervals and directly to workers. Payslips are provided.
- Only deductions, advances, and loans allowed by national law are permitted and will only be taken with the full consent and understanding of workers.
- All workers must retain full and complete control over their earnings.
- Wage deductions must not be used as a disciplinary measure, or to keep workers tied to the employer or to their jobs.
- Workers must never be forced to work in order to pay off a debt.
- Deception in wage commitments, payment, advances, and loans is prohibited.
- No sanctions that result in wage deductions, reductions in benefits, or compulsory labour are permitted.

Management Conduct

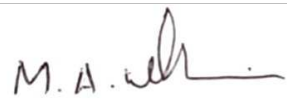
- Confiscating any employee property is prohibited. Including travel documents or identification.
- Workers must never work over 48 hours unless they have signed an 'opt-out' agreement (these can be cancelled at any time, a notice period may apply). Overtime is voluntary.
- The workplace is free of any form of harsh or inhumane treatment.
- No corporal punishment, mental or physical coercion, or verbal abuse of workers is permitted.
- The use or threat of physical or sexual violence, harassment and intimidation against a worker, his or her family, or close associates, is strictly prohibited.
- Disciplinary policies and grievance procedures are clearly defined and communicated to all workers in the staff handbook. Workers can submit a grievance without suffering any prejudice or retaliation of any kind.

Termination of Employment

- Workers have the freedom to terminate their employment at any time. Notice Period is stated in the staff handbook and a reason for terminating employment is not required.



As a member of the Management Team I agree to comply with the Modern Slavery code of conduct:

 Christine Jones Signed on behalf of Joseph Parr Group	 Dave Anderson Signed on behalf of Joseph Parr (Middlesbrough) Limited	 Liam Lee Signed on behalf of Joseph Parr (Alco) Limited
 Garry Bluer Signed on behalf of Joseph Parr Limited	 James Hipkins Signed on behalf of W. & H.S. Emery Company Limited	 Keith Slater Signed on behalf of Parr Rochdale Limited
 Michael Beaumont Signed on behalf of Joseph Parr (Alco) Bradford Limited	 Ross Murray Signed on behalf of The Builders Supply Company Limited	 Marcus Williams Signed on behalf of Joseph Parr (Northants) Limited