



Modern Slavery and Human Trafficking Statement

CDT Sidoli (Welshpool) Ltd recognises that modern slavery and human trafficking could be potential risks to our business. We are committed to working with all organisations that take the issue as seriously as we do and who share our goal to reduce and eliminate this threat in the UK.

Integrity is one of our core values. We have strict policies and procedures in place to ensure the consistent monitoring of our workforce for the signs of human trafficking and labour exploitation. These checks are paramount to allowing us to investigate and identify exploitation at the earliest possible stage. From the moment a potential employee chooses to join CDT Sidoli the checks begin. These continue throughout their employment with us. At the time of interview, the identification and 'right to work' checks are conducted. This ensures that the worker has control of their own documentation and that their job expectations are managed effectively. All interviews are completed face-to-face with the individual to make sure that they have freely chosen to attend. In addition, throughout the interview process, all application forms are checked and verified as being the applicant's own information. Employee education begins at the induction stage, literature is available to all staff which includes contact details for the relevant authorities who can assist.

During their employment, regular checks are conducted on staff welfare. Where we use additional avenues of recruitment, such as recruitment agencies supplying labour into CDT Sidoli, we ensure that these are licensed by the Gang masters and Labour Abuse Authority (GLAA) and remain compliant against the GLAA's standards.

We are totally committed to Compliance and Ethical Standards and strive to operate best practices at all times. Everyone in the Company is introduced to our company compliance standards and operating procedures at the start of their employment. If an exploitation issue were to arise, it would be urgently flagged to the appropriate authorities to investigate with the full co-operation of CDT Sidoli supporting throughout the case. We expect all our suppliers to conduct the same stringent checks within their businesses. We are confident that we have the right checks in place to minimise the risk of human trafficking and labour exploitation taking place within our supply chain. However, should our business be infiltrated, we are able to react quickly and efficiently to resolve every case, every time. This response is due to the awareness levels of the wider team members.

SID.QM.APP.017	Rev: 3	Date: 19.12.2023	Approved By: P. Cummings (MD)	Page 1 of 1
----------------	--------	------------------	-------------------------------	-------------