
MODERN DAY SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Forkers Ltd is committed to preventing modern slavery and human trafficking in all its forms, as defined in the **Modern Slavery Act 2015**. We acknowledge our responsibility to ensure that slavery and human trafficking do not occur within our business operations or supply chains.

Our Policy:

1. **Commitment:** We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains.
2. **Risk Assessment:** We will conduct regular risk assessments to identify and assess potential areas of vulnerability to modern slavery in our business operations and supply chains.
3. **Due Diligence:** We will implement due diligence processes for assessing and monitoring suppliers and subcontractors to ensure they comply with our anti-slavery values and the requirements of the Modern Slavery Act 2015. The company also believes that it has a responsibility for promoting ethical and lawful employment practices and is satisfied from its own due diligence that there is no evidence of any act of modern-day slavery or human trafficking within its own organisation and is committed to providing a work environment that is free from human trafficking, forced labour and unlawful child labour.
4. **Supplier Contracts:** We will seek to include specific prohibitions against the use of forced, compulsory, or trafficked labour in our supplier contracts. We will also require our suppliers to cascade these requirements down their own supply chains.
5. **Training and Awareness:** We will provide training to our staff to raise awareness of modern slavery and equip them with the knowledge and tools necessary to identify and report any potential cases of modern slavery.
6. **Reporting and Whistleblowing:** We encourage all our employees, contractors, and business partners to report any concerns related to modern slavery in any part of our business or supply chains. Anyone reporting a concern related to Modern Day Slavery and/or Human Trafficking at the company will be escalated to senior management, investigated, and reported to the authorities. Action will be victim-centred and flexible allowing us to respond on a case-by-case basis.
7. **Continuous Improvement/Monitoring:** We are committed to regularly reviewing and improving our anti-slavery policies, procedures, and practices to ensure their effectiveness and alignment with best practices and legal requirements. We annually review our policies which are available on www.forkers.com so that our stakeholders have easy access to them. We also host on our website a supplier code of conduct, which sets out in more detail the specific requirements of doing business with Forkers Ltd.

Red Flags

Identifying red flags for modern slavery and human trafficking can help individuals and organisations recognise potential instances and take action to prevent exploitation. Here are some common red flags:

- Restricted Freedom of Movement.
- Poor Living and Working Conditions
- Excessive Debt
- Isolation and Fear
- Inconsistent Stories
- Signs of Physical Abuse
- Exploitative Working Arrangements
- Lack of Control over Personal Documents
- High Recruitment Fees
- Language Barriers and Signs of Psychological Distress.

It's important to remember that these red flags are not exhaustive, and each situation may present unique indicators of exploitation. If you suspect someone is a victim of modern slavery, it's crucial to report your concerns to the appropriate authorities or organisations trained to handle such cases.

Subcontractors and Suppliers

The company's due diligence and approval processes for all subcontractors and suppliers in our supply chain includes a review of the controls they have in place to identify and monitor slavery and human trafficking. Any goods that are supplied from our suppliers that are sourced outside the UK and EU are potentially at risk of slavery and human trafficking issues. The level of management control required for these sources will be continually monitored.

Requirements for subcontractors and suppliers to ensure transparency within our supply chain:

- Will not use forced or compulsory labour, i.e. any work or service that a worker performs involuntarily or under threat of penalty
- Will ensure that the overall terms of employment are voluntary
- Will allow freedom of movement
- Will allow freedom of association
- Will prohibit any threat of violence, harassment and intimidation
- Will prohibit the use of worker-paid recruitment fees
- Will prohibit compulsory overtime
- Will prohibit discrimination
- Will prohibit confiscation of workers original identification documents
- Will comply with the minimum age requirements prescribed by legislative requirements
- Will compensate its workers with earnings and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements
- Will abide by applicable legislative requirements concerning the maximum hours of daily labour
- Will not engage in any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK
- Will ensure that any sub-contractors or suppliers from whom they source goods and/or services for incorporation in those supplied to Forkers Ltd adhere to these requirements
- Will confirm their adherence to relevant legislative requirements i.e. human trafficking, slavery and child labour in each of the relevant countries in which they operate or source goods
- Will provide access to remedy, compensation and justice for victims of modern slavery.

Upon request and at the time subcontractors / suppliers complete the company's approval questionnaire they will have to demonstrate compliance with this policy and legislative requirements to the reasonable satisfaction of Forkers Ltd. The company may also perform periodic audits on its subcontractors and suppliers, and they will be expected to fully co-operate with any such audit.

Subcontractors and suppliers who are found to have or be engaging in human trafficking, slavery and are in breach of legislative requirements (including this policy) or refuse to co-operate with any audit to verify compliance will be liable to have any agreement, arrangement, or other type of contract with the company terminated immediately, without compensation. The company shall also take such other steps that are determined to be necessary to address any violation and seek to prevent its reoccurrence.

Forkers Ltd will not support or deal with any business knowingly involved in slavery or human trafficking.

This policy applies to all persons working for Forkers Ltd or on our behalf in any capacity, including employees, directors, officers, agency workers, volunteers, contractors, consultants, and business partners.



D Cartwright, Construction Director

1st January 2025

FORKERS LIMITED

(INCLUDING FORKERS SCOTLAND LTD, FORKERS RENEWABLE ENERGY LTD,
MINI-PILING & DRILLING LTD, P FORKER PLANT HIRE LTD)

Forkers Ltd

Each company policy has a specific director level owner, and all set out how we expect our people, partners, and suppliers to behave and operate when representing Forkers Ltd. Of our policies, several are relevant to modern slavery and / or ethical labour matters.

This policy will be reviewed annually and published on our website.

Other Relevant Policies & Manuals	GD723001 – Employee Handbook GD725004 – Disciplinary Procedure GP125036 – Whistleblowing Policy GG125020 – Anti-Fraud Policy Statement
Useful Links	Modern Slavery Act 2015 Sexual Offences Act 2003 Children and Young Persons Act 1933 Overview of the Modern Slavery Act and supporting documents. Brings together documents and promotional material related to the government's work to end modern slavery. Organisation Modern Slavery Statements NCA - Modern Slavery and Human Trafficking Modern Slavery Helpline
Offences	Crown Prosecution Service Modern-Slavery-and-Human-Trafficking-Offences-and-Defences
Penalties	Crown Prosecution Service Modern-Slavery-and-Human-Trafficking-Offences-and-Defences The offence carries a maximum sentence of 10 years' imprisonment on indictment, save where it is committed by kidnapping or false imprisonment, in which case a maximum sentence of life imprisonment applies.

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