

KILBRIDE

ROOFING

ROOF SLATING, TILING AND LEADWORK CONTRACTORS

MODERN SLAVERY POLICY

INTRODUCTION TO MODERN SLAVERY

Modern Slavery can take many forms including:

- **Bonded Labour**
- **Forced Labour**
- **Trafficking**
- **Criminal Exploitation**
- **Forced Marriage**
- **Organ / Egg Harvesting**
- **Domestic Servitude**

In the area of our work within the construction industry there is a chance that you may come across someone who is being victimised. There are several signs to look out or including:

- **Bruising and Cuts**
- **Mistrust of authorities**
- **Have their movements controlled – being brought and collected from site**
- **Working against their will**
- **Poor communication – unwilling to engage in conversation or only talking through an interpreter**
- **Poor living conditions**
- **No access to their earnings.**

If you spot any of the signs of victimisation above, you should discuss the matter with senior management immediately. They will advise you on the best course of action which may include notifying the site manager and/ or the Police using 101. If potential victims are in immediate danger, you should inform the Police immediately using the standard 999 emergency number. Further information and guidance are available from the Modern Slavery Helpline on 0800 0121 700.

OUR COMMITMENT TO THE PRINCIPLES OF THE MODERN SLAVERY ACT 2015

Kilbride Roofing Limited is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Kilbride Roofing Limited is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Kilbride Roofing Limited recruitment and people management processes are designed to ensure that all employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in employment.

Kilbride Roofing Limited maintains the following policies which are contained within our Staff handbook issued to all new employees as part of their induction.

- Standards of Conduct
- Whistleblowing policy.
- Anti-harassment and Bullying policy.
- Equal Opportunities Policy.

Further training in Modern Slavery is made available to all our employees through the Supply Chain Sustainability School: <https://www.supplychainschool.co.uk/default/modern-slavery.aspx>

OUR SUPPLY CHAIN

Our supply chain is limited, and we procure goods and services from a restricted range of UK suppliers. Where we are entering into arrangements with new suppliers, we will review their policies in relation to Modern slavery and ensure that terms and conditions include regarding modern slavery and human trafficking.

We carry out annual audits of all our sub-contractors to ensure that they have policies and procedures in place to ensure compliance with our own policies and that of our clients.



KIERON KILBRIDE

MANAGING DIRECTOR, KILBRIDE ROOFING LIMITED

(POLICY APPROVED 4th January 2022. POLICY REVIEW DUE 4th January 2023)

KILBRIDE ROOFING LIMITED, UNIT 5 A, HARTNOLL BUSINESS CENTRE, POST HILL, TIVERTON, DEVON. EX16 4NG

TEL : 01884 252213 FAX : 01884 256179 EMAIL : enquiries@kilbrideroofing.com WEB : www.kilbrideroofing.com

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