



Modern Slavery and Human Trafficking Statement

Whilst we are a small company we recognise our social responsibilities, including preventing slavery and human trafficking within our business and supply chain. Slavery and human trafficking are criminal offences as set out under The Modern Slavery Act 2015, and refers to slavery, servitude and forced or compulsory labour, and human trafficking.

Bardic Construction does not tolerate any form of slavery or human trafficking. We do not facilitate or participate in human trafficking; use forced, involuntary, or slave labour; or purchase materials or services from companies using forced, involuntary, or slave labour. We do not knowingly conduct business with companies who participate in slavery and human trafficking. Our larger suppliers and customers have published Slavery and Human Trafficking statements on their website. For example, Travis Perkins and GAP.

Within our company, we ensure that all employees work without intimidation, or the threat of physical and verbal violence. All appropriate health and safety measures have been taken to ensure a safe working environment for all employees. Health and Safety accreditation through CHAS has been achieved. Furthermore, all employees have freely chosen to work for the company and are free to leave once reasonable notice have been given, as set out in their employment contract. Right to work in the UK checks have also been undertaken following the regulations of the Immigration Act 2015.

All employees are paid wages above the national legal standard and Bardic Construction comply with national employment regulations. We use minimal amounts of subcontractors and no recruitment agencies, and so all employees are recruited and known to the management with whom employees have direct contact.

Some of our employees work on-site where they may come across forced, involuntary or slave labour. Our employees have been informed to report any suspicions with the company's management who will then contact the appropriate organisation. If the victim is thought to be in immediate danger, employees are recommended to call 999. Alternatively, employees can contact any of the organisations below with their suspicions. Employees reporting suspected cases will be supported by Bardic Construction.

Possible indicators of modern slavery and human trafficking

- a worker may be malnourished, ill-kept, frightened or injured but do not wish to seek medical assistance
- they may not have control of their wages, bank accounts or personal documents
- be afraid to talk or withdrawn
- have others who speak for a worker or a number of workers, others may agree to work/shift

on behalf of worker(s), and present their documentation or give the worker's personal information

- have few or no personal items
- have little or no food

Modern Slavery reporting authorities

- the Police on 999, in an emergency, or 101 in a non-emergency situation
- CrimeStoppers 0800 555 111 or <https://crimestoppers-uk.org/give-information/giveinformation-online/>

Crimestoppers is a charity, not part of the police or the government. Crimestoppers is the UK's only crime fighting charity and does not record phone calls or take any personal details, and computer IP addresses cannot be traced.

- Modern Slavery Helpline on 08000 121 700 or <https://www.modernslaveryhelpline.org/report>

Unseen, a Non-Government Organisation (NGO) that operates a UK-wide 24/7 Modern Slavery Helpline that victims, employers and members