



## **TOMLINSON GROUP**

### **Anti-Slavery and Human Trafficking Policy**

G F Tomlinson is a family-owned Regional construction company, operating throughout Central England.

Our objective is always to deliver excellent service to our customers, which includes operating in a safe, fair and professional manner at all times.

We fully recognise that delivery of our service involves the procurement of labour, both directly and through our supply chains, and understand that this could pose a potential risk for modern slavery to take place.

All Company personnel involved in the procurement of labour understand that modern slavery is a crime and is a violation of fundamental human rights, taking various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which are a deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

G F Tomlinson adopts a zero tolerance to modern slavery in our approach to working and in line with our company's stated values, always acting ethically and with integrity in all our business dealings and relationships.

We have therefore implemented effective systems and procedures to risk manage and ensure that modern slavery is not and cannot take place anywhere within our own business or in any of the businesses within our supply chain.

We ensure that slavery and human trafficking do not take place within our organisation through the adoption and implementation of our Core Values.

#### **Integrity**

We always adopt an honest and fair approach to the way we conduct our business relationships, ensuring there is transparency in our approach to working, including tackling modern slavery, consistent with our disclosure obligations under the Modern Slavery Act 2015.

#### **Professionalism**

We operate professional working practices through the employment of intelligent people working together as a team. Our business and supply chains will work within the controls of these working practices to ensure that slavery of any kind does not take place.

#### **Respect People**

We respect people which includes our own employees, our supply chain, our clients and the wider community. We will all work together in alignment with our internal processes to ensure compliance with the Modern Slavery Act 2015.

#### **Quality**

We care for our Clients and our people (including our supply chain) in the delivery of measurable outcomes to the quality of our service. This includes a commitment to implementing systems and procedures to ensure that there is zero-tolerance towards any acts of modern slavery within our business and throughout our supply chains.

## Respecting People and Communities

We believe that modern slavery violates fundamental human rights and we are committed to playing our part in ensuring that this does not take place within our workplace and the wider community.

In adhering to this policy, in particular we will:-

- Include as part of our contracting processes within our supply chain, obligations and evidence compliance with the requirements of Modern Slavery Act 2015.
- Encourage openness and provide support to anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment or is discriminated against, as a result of reporting in good faith their suspicion that modern slavery of whatever form is, or may be, taking place in any part of our own business or in the businesses of any of our supply chains.
- Communicate our zero-tolerance approach to modern slavery with our supply chain and business partners at the outset of our business relationship with them. This will also be raised at pre-let meetings with suppliers held prior to placing orders.
- Provide in-house training to our employees and those of our supply chain on the requirements of the Modern Slavery Act 2015.

Our employees are collectively and personally responsible for the communication, understanding and practical application of this policy. This policy will be made available to all new employees at recruitment stage and to our supply chain and to any other interested parties upon request. Revisions will be communicated to those affected by the changes.

Copies of our Anti-Slavery and Human Trafficking Policy will be displayed on all company and site notice boards as a constant reference.

Our employees have a personal responsibility to report any actual or suspected instances of modern slavery throughout the business or supply chain to the G F Tomlinson Group's Commercial Legal Advisor. Breaches of this policy will be dealt with under G F Tomlinson Group's disciplinary procedures and could lead to dismissal in appropriate circumstances.

The Board of Directors will review this policy annually and at such other times as may be required, to ensure it remains relevant and appropriate to the aims and objectives of our business.



Stephen Parker  
**Group Director & Company Secretary**

*For and on behalf of the G F Tomlinson Group and its Group companies; G F Tomlinson Building Ltd, G F Tomlinson & Sons Ltd, Total Hire and Sales Ltd – For the financial period ending June 30<sup>th</sup> 2019.*