

A Truscott Carpentry Ltd

Anti-Slavery Policy

Date Prepared:	1 st September 2022
Review Date:	31 st August 2023

Anti-Slavery Policy Statement

This statement has been prepared in accordance with the Modern Slavery Act 2015.

We know that Modern Slavery is a growing issue, that it exists in every country in the world and in every type of economy; no sector, industry or region is safe from the risk. We will act ethically, transparently and with integrity in our business dealings and relationships to endeavour to ensure that there is no modern slavery within our own business or within our supply chain.

Organisation Structure and Supply Chain

A. Truscott Carpentry Ltd is a professional carpentry contractor, covering Cornwall and Devon. Our supply chain comprises material suppliers, plant hire, and subcontractors consisting of labour only, labour/ plant, and labour/ plant and materials. We also engage suppliers for professional services such as accountants, insurers, and consultants. All our operations and activities are UK based. We do not have any seasonal workers. We have a centralised procurement team based at our head office.

Policies

A. Truscott Carpentry Ltd has a legal and moral duty to protect workers within the businesses supply chain or under direct control from exploitation. The Company has a zero-tolerance approach to slavery and Human Trafficking. Our anti-slavery policy sets out our stance on modern slavery and its expectations of other parties regarding slavery and human trafficking.

The Anti-Slavery Policy is complimented by the company's code of conduct and whistleblowing policies, and our recruitment processes and procedures.

Due Diligence and Risk Assessment

Our main risk for modern slavery is from our subcontractors and suppliers. To deal with this challenge, we build lasting relationships with likeminded subcontractors and suppliers who share our commitment to understanding and tackling modern slavery.

We have a stringent process in place which is managed daily by our financial team whereby all new suppliers / subcontractors are required to confirm the steps that they take to against the risks of modern slavery within their work force/ supply chain.

We will not work with suppliers and subcontractors who are unwilling to confirm compliance with the Modern Slavery Act. We will act if suppliers and subcontractors are not prepared to make necessary improvements where appropriate.

We aim to reduce the risk of modern slavery by:

- Understanding that Modern Slavery risks continue to evolve.
- Ensuring we are informed by staying abreast of guidance and information available such as the 2020 UK Annual Report on Modern Slavery and It Still Happens Here (the Centre for Social Justice).
- Communicating our Modern Slavery Policy to all staff, suppliers and subcontractors when entering into new or renewed contracts with them.

- Using training and regular updates to ensure that staff are aware of what modern slavery might look like and to be vigilant about it.
- Requesting Suppliers and subcontractors to provide evidence of their own policies and compliance as appropriate.

Measuring Effectiveness

A. Truscott Carpentry Ltd remains low risk and we have not identified any modern slavery or human trafficking in the financial year 2021 – 2022 within the company or within our supply chain.


We continue to monitor and work with suppliers and sub-contractors on compliance. Our current processes are felt to be effective however we will continue to educate staff about what modern slavery may look like in the UK as the risk, and our understanding of the risk continues to grow.

Training

All new staff are trained in our Policy and processes as part of their induction. Staff involved in monitoring the supply chain receive further training within their department. Updates to policy and training are issued to all staff as they occur.

Through our training we enable employees to understand modern slavery outside the workplace and to spot the signs and we encourage ethical choices and reporting of any concerns.

This policy is available on our website: www.atruscottcarpentry.com

Signed:  Date: 30/08/2022

Andrew Truscott
Managing Director

A Truscott Carpentry Ltd