



**SUSTAINABLE
CONSTRUCTION**



Modern Slavery Policy



1. Our business

Construct Bids Limited (CBL) was established in 2017. We are a modern, flexible, multi-disciplined construction consultancy and infrastructure civil engineering company. We offer a full range of integrated construction services ranging from multi-million-pound design and build projects to minor infrastructure repair and maintenance for clients throughout the UK.

2. Introduction

We have a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain. We all have a responsibility to be alert to the risks, however small and we expect our staff to report concerns, using the appropriate reporting channels and management is required to act upon them. We are committed to ensuring that no slavery or human trafficking exists in our supply chain partners.

3. Definition

CBL considers modern slavery to include:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or having restrictions placed on freedom of movement

4. Our Commitment

At CBL, we take the appalling act of human trafficking extremely seriously and will actively seek out any activity that we believe violates the 2015 Act.

Specifically:

- Raise awareness of the 2015 slavery and human trafficking act and ensure that every employee understands the importance of these issues and what they need to do if they have any concerns
- Demonstrate that the business is serious about ensuring that slavery and human trafficking is not taking place in any part of its business or its supply chain
- Set out clear procedures to ensure that slavery and human trafficking is not occurring in any part of our business or its supply chain
- Vet all of our contractors and suppliers and identify high-risk categories. Ensure that our Anti-Slavery policy is made clear and visible on every project and that we will only employ suppliers that can demonstrate a clear commitment to eradicating Modern Slavery in our industry and ensure that our contractors are abiding by the 'Right to Work to Work Legislation'.
- Encourage staff to report any genuine concerns about slavery and human trafficking
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5. Employment Practices



The following details our working practices within the area of fair and ethical employment. These will be enforced both within the business and required throughout our supply chain.

- We will provide employees with legally compliant working conditions, fair treatment and market rates of pay
- We will respect workers human rights and comply fully with all applicable laws
- We follow that all work must be voluntary and not undertaken with any threat of penalties or sanctions
- We provide clear written employment contracts offered in line with domestic laws
- Forced or imprisoned labour is prohibited, and workers must be free to leave work at any time, with all salary and statutory payments owed
- We will never use or exploit child labour in any part of our business or supply chain
- We will not allow overtime that is not voluntarily or illegal.
- We will ensure there is no deception about pay and working conditions and that our contracts are clear and unambiguous

6. Potential Exposure

CBL considers its exposure to slavery and human trafficking to be relatively limited and has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and services to it.

Specifically:

- CBL limits its geographical scope of operations to the UK and Ireland
- Where possible, we build long-standing relationships with local suppliers and make clear our expectations of business behaviour
- With regards to national or international supply chains, our point of contact is preferable with the UK or EU entities and we expect these organisations to have suitable anti-slavery and human trafficking policies and processes.
- We have systems in place to encourage the reporting of concerns and the protection of whistle-blower's
- Our recruitment practices follow strict background check procedures
- All reports will be investigated, and appropriate remedial action taken

7. Corporate Social Responsibility

The Company operates a corporate social responsibility policy which incorporates its stance on modern slavery. This statement is made in pursuance of the Modern Slavery Act 2015 and is reviewed each financial year.



8. General

This entire policy complies with the 2015 Modern Slavery Act. It is non-contractual, which means that it does not give any legal rights to individuals. The Company may change all or any part of this policy in any way at any time.

Signed on behalf of the Board of Management: *R Mellor*

Position: **Managing Director**

Date: **2nd Jan 2020**