

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

General Statement

R Bensons Property Maintenance Limited (RBPML) understands and continues to take action to minimise the potential risk of modern slavery in its business and supply chains.

We have written this Policy in line with Section 54(1) of the Modern Slavery Act 2015.

Our Commitment

RBPML is company working within the construction sector and are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our workers. We want our workers to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and employee management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Supply Chain

Due to the nature of our business, we do understand the potential of a 'high risk' of modern slavery within the industry, to mitigate this risk, we ensure our supply chain are put through a strict pre-qualification process prior to acceptance on to our supplier database to ensure our suppliers hold the same integrity as we do.

Our minimum trading standards require all our suppliers to:

- Provide their employees with good working conditions and fair treatment.
- Respect workers' human rights and comply fully with all applicable laws.
- Ensure all work is voluntary, and not done under any threat of penalties or sanctions.
- Not require workers to pay any deposits for work, and employers, whether labour users or recruiters, must not keep original copies of identity documents.
- Implement appropriate controls to prevent modern slavery.
- Notify RBPML immediately if they become aware of any modern slavery within their supply chains. The standards also encourage our suppliers to conduct regular modern slavery risk assessments within their own supply chains.

Appropriate action will be taken against suppliers who breach these obligations, which may include terminating their contract. We are also reviewing the remedies that we would expect our suppliers to implement if we were made aware of any incidents of modern slavery and human rights abuses.

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Our Policies in Relation to the Modern Slavery Act 2015

The following Policies are available to staff through the intranet or hard copies through Human Resources:

- Standards of Conduct.
- Business Ethics Policy.
- Prevention of Bullying and Harassment Policy.
- Equality, Diversity & Inclusion Policy.
- Recruitment and Selection Policy.
- Recruitment of Ex-offenders Policy.

Principles of the Policy

BPML will continue to embed the principles through:

- Providing Modern Slavery Act 2015 awareness training to all staff and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure toolbox talks on modern slavery and human trafficking are completed with our sub-contractors on a regular basis.
- Ensuring procurement staff are aware of the principles with regards to the supply chain.
- Ensure that consideration of the modern slavery risk and prevention are added to our policy review process as an employer and a procurer of goods and services.
- Ensuring that BPML Purchase Order & Sub-Contractor Terms and Conditions include reference to modern slavery and human trafficking.
- Continue to take action to embed zero tolerance towards modern slavery.

Supplier relationships and business compliance with our Modern Slavery Policy is the Directors responsibility and they will ensure that all relating procedures are brought to the attention of all employees via the BMS.

Signed:



Russell Neal
Director



Marcus Neal
Director

Review Date: 19/06/2023
Next Review: 19/06/2024

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