

# J N PILING LTD

## MODERN SLAVERY POLICY

J N Piling Ltd is a civil engineering contractor active in the construction and transport sectors within the UK.

It is the policy of J N Piling Ltd to comply with the terms of the Modern Slavery Act 2015 and to implement measures adequate to ensure that slavery and human trafficking is not taking place in any of its supply chains or in any part of its business.

J N Piling Ltd is opposed to forced or compulsory labour and will not accommodate within its supply chain any provider of goods, labour, material or plant who engages in such a practice.

We will do this through our supplier approval process and by continuing to monitor the working hours of employees and sub-contractors to identify unusual patterns of work. We will also maintain our various whistle blowing and confidential reporting mechanisms to encourage the reporting of wrongdoing.

It is recognised that slavery and human trafficking are serious criminal offences. Accordingly, we will report the discovery of any such activity to the police and will offer every assistance to them in their enquiries.

The policy will be implemented within the framework of all relevant legislation.

### **Our Commitment**

- Every employee is entitled to freedom and an adequate work-life balance.
- The commitment to avoiding modern slavery in the workplace is good management practice and makes sound business sense.
- Breaches of our modern slavery policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.

**Signed**



**Date**

1st May 2018

**Position**

Managing Director