

Anti-Slavery and Human Trafficking Policy

Gardiners is committed to building an organisation that respects equal opportunities, fair trading and social responsibility. It is the policy of Gardiners to comply with existing national and local laws and regulations including the Modern Slavery Act 2015 which relates to slavery, human trafficking, labour and immigration. We will ensure that there is no modern slavery within our own business and supply chains.

Gardiners provide maintenance and installation services within the United Kingdom and our supply chains may include materials and services procured from both inside and outside of the UK.

Gardiners will ensure that modern slavery is not present within our business or supply chains. To ensure compliance, we will:

- Conduct employment checks in accordance with UK Government standards to ensure that our employees are legally entitled to work in the UK.
- Commit to ensuring that our suppliers also meet our standards and do not use slave labour or engage in human trafficking.
- Seek confirmation from suppliers that our policy is met
- Promptly and thoroughly investigate any claims or indications that a supplier is engaging in human trafficking or slave labour and reserve the right to exclude non-compliant suppliers from our supply chain
- Report violations of this policy to the relevant authority.
- Promote staff awareness of modern slavery throughout our organisation through training

This policy has been endorsed by our Managing Director and has the full support of the Board of Directors.

This policy will be reviewed at least annually, following consultation with senior managers, workers and workers' representatives.

Overall responsibility for the effectiveness of the policy lies with our Managing Director.



Chris Gardiner
Managing Director

26th September 2016

