



## **SITERITE SOLUTIONS LTD**

### **Modern Slavery Act policy**

#### **Introduction**

In accordance with the Modern Slavery Act 2015, SiteRite Solutions Ltd (SiteRite) is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour, together “human trafficking and slavery”. It also strongly believes that it has a responsibility for promoting ethical and lawful employment practices.

SiteRite is a private limited company, operating as a niche recruitment agency specialising in the supply of temporary and permanent labour to the construction industry.

SiteRite will not knowingly use unlawful child labour or forced labour in any of the services it provides, nor will it accept commodities, products and/or services from suppliers that employ or utilise child labour or forced labour.

Our own processes around candidate engagement ensure our employees are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively should it be identified.

Our supply chains include, but are not limited to, sourcing candidates for clients. This may involve the introduction by external agencies to SiteRite of candidates for onward supply to our clients. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner by adhering to our Supplier Code of Conduct. We also expect our suppliers to promote similar standards in their own supply chain.

#### **Suppliers will:**

- not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty
- ensure that the overall terms of employment are voluntary
- comply with the minimum age requirements prescribed by applicable laws
- compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements
- abide by applicable law concerning the maximum hours of daily labour
- not engage in any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK
- ensure that any sub-contractors or suppliers from whom they source goods and/or services for incorporation in those supplied to SiteRite, also adhere to these requirements.



**Permanent and Temporary Operatives:**

- Employees should be free to choose to work for their employer and to leave the company upon reasonable notice.
- All employees must be provided with a clear contract of employment, which complies with local legislation.
- All employees must be treated in a fair and equal manner and with dignity and respect.
- Any form of discrimination, victimisation or harassment on the grounds of marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

**Compliance checks:**

As part of our Modern Slavery Policy strict compliance checks are carried out for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

All SiteRite employees have direct access to company directors through which they may voice concerns. SiteRite is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially.

**Training:**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also expect our business partners and associates to provide training to their staff and suppliers and providers in their respective supply chain.