

25.0 MODERN SLAVERY

25.1 Introduction

Rex Procter and Partners is a construction consultants operating within the UK delivering a variety of construction related services including quantity surveying, employer's agent, project management, building services, contract services, building surveying, principal designer, asbestos surveying and H&S consultancy. We also have a multi-disciplined supply chain to support us through the different aspects and provisions of our business.

25.2 Policy

Rex Procter and Partners recognises that slavery and human trafficking remains a hidden problem for our society.

Our aim is to identify our responsibility by alerting staff to the risks, however small, in our business and in our wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Staff handbook and our Quality Management System, compliant with the requirements of ISO 9001. The implementation and operation of our systems underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):-

- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- We encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

We use our management systems, payroll systems and communication with our contacts to ensure effectiveness of this to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:



Signed

Position Managing Director

Reviewed January 2020