



STATEMENT OF POLICY RELATING TO THE COMMITMENT TO THE MODERN SLAVERY ACT 2015 FOR THE EMPLOYMENT OF ALL UK AND OVERSEAS WORKERS

Our Commitment

Prosurv Consult Limited will ensure with integrity and transparency in all of its business dealings and to putting into effect systems and controls in place to integrate against any form of modern slavery taking place within the business or supply chain.

As part of the company's ongoing commitment to its Corporate and Social Responsibilities within the construction industry and to all its clients, Prosurv Consult Limited is committed to acting effectively in its employment of both UK and Overseas Workers, will not partake in unlawful employment of any individual for the purposes of slavery or human trafficking as stated within the Modern Slavery Act 2015 and the fair treatment of all employees in accordance with the Equality Act 2010.

Therefore, in order for Prosurv Consult Limited to carry out its due diligence, the Company will ensure the following:

1. All employees are vetted to ensure they are free to seek employment within the company and without coercion;
2. Working hours are in accordance with their contract of employment and the employee will never be forced to work excessive hours without their agreement;
3. Working conditions are safe and hygienic as in accordance with all current Health & Safety Legislation;
4. Any person defined as 'A Child' will not be employed by the company under any circumstance;
5. Remuneration will be paid to the employee at a rate agreed by both the Employee and Employer during the signing of their contract of employment and will not fall below the National Minimum Wage as stated by the Department for Work and Pensions;
6. The company will never condone the practice of harsh, cruel or degrading practices towards any person within the company, and sees this practice by any person as 'Gross Misconduct' and will be dealt with in accordance with the company's disciplinary policy;
7. In accordance with the Equality Act 2010 and within the company's own policy, they will never allow any form of 'Discrimination' against any person regardless of:
 - a. Race
 - b. Religion
 - c. Sexual Orientation
 - d. Disability etc



PROSURV

A CUMMING COMPANY

8. All rights and benefits are fulfilled by the company and under no circumstances be withdrawn without the full consent of the employee and their representatives;
9. The company will not tolerate any form of bribery or corruption to secure the employment of any individual from within the UK or overseas who may be deemed as vulnerable or may have been subject to 'Human Trafficking' and;
10. Allocate a budget to ensure sufficient resources are available in order to comply with the Act.

Our Suppliers

Prosurv Consult Limited operates a supplier policy and maintains a preferred key supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery (and where applicable site audits which include a review of working conditions). Our key sub-contractors are required to confirm that no part of their business operates contradicts the policy.

In addition to the above, as part of our key suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business;
- They hold their own suppliers to account over modern slavery;
- (For UK based suppliers) they pay their employees at least the national minimum wage/national living wage (as appropriate);
- We may terminate the contract at any time should any instances of modern slavery come to light.

Finally, the company will submit an annual report (to whoever requests) into its 'due diligence' and its ongoing commitment and support to ensure the practice of slavery and human trafficking has no place within the company, both at this present time or at any time in the future.