



## MODERN SLAVERY IN SUPPLY CHAIN

Modern slavery is often a hidden crime involving one person denying another person his or her freedom. It includes slavery, servitude, forced and compulsory labour, and human trafficking.

To tackle these crimes, CIVCONS DESIGN stands on the side of the law and respects the guidance imposed by the *Modern Slavery Act 2015*. Any offense taken in this direction as presented under this Act should face the consequences and our company will fully support the enforcement laws with the reason and available resources through the process of stopping any oppression of manpower.

We advise and encourage whoever comes in contact with us to stand along against the exploitation and trafficking of workers. In order to do so, we promote everyone to complete a form in which they are asked to provide personal information that will be checked for authenticity.

Few examples of the information that we ask for are:

### **General Information:**

- Name, Surname
- Age
- Place of Birth
- Nationality
- Current residential address

### **Employment:**

- Current employment status
- Company/Employer
- References from the previous employer

### **Sensitive Information:**

- Gender
- Ethnicity
- Religion
- Marital status

### **Additional Information:**

- Date of entry in the UK
- National Insurance Number
- Unique Reference Number
- Company Registration Number



Also, every company that we enter in the agreement of exchanging goods, services, or information must comply with the current UK's laws. Furthermore, we advise that every company provide us with any information regarding previously known cases in their enterprise when they found signs of repression on their labour force.

Everyone who encounters business with our company must prove its legal right to work within the UK. In order to see if the manpower is been rightfully certified by a UK training base there will be carried out checking on every operative that enters our sites. The checking of competence is made in accordance with relevant accreditations. We ask all site operatives to provide evidence of their Card Schemes as: CSCS, CPCS, CCDO, CISRS, ESS, JIB-PMES, SNIJB that are recognised and approved by CITB. Therefore, to make sure that they comply with every legal aspect we are working only under pre-approved written agreements which are enforced by law on every one of their Terms and Conditions. All of the Contracts or Agreements within our supply chain must follow the regulation imposed under *the Human Rights Act 1998, Employment Rights Act 1996, and Modern Slavery Act 2015*. If we found any mislead from this rule, we cease every business carried out and connection until the issue is solved.

Acting in construction-related occupations, CIVCONS DESIGN is aware that there are still workers who fall under at least one of the modern slaveries' characteristics. That is why our company and our HR Team will provide guidance so that any case to be identified and act upon.

This Statement is being approved by the CIVCONS DESIGN Executive Team and its Director and will be entered in action starting with the date displayed below.

Tudor Moisa  
Managing Director  
Civcons Design Ltd.

A handwritten signature in black ink, appearing to read "Tudor Moisa", written over a vertical line.

2<sup>nd</sup> of September 2020