

Anti-Slavery and Human Trafficking Policy

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Definition/Abbreviation

Modern Slavery – the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.

Human Trafficking – the unlawful act of transporting or coercing people in order to benefit from their work or service, typically in the form of forced labour or sexual exploitation.

Purpose

The purpose of this policy is to ensure that Stephen Sanderson Transport Ltd remains transparent in the approach to tackling modern slavery and human trafficking. As a company, Stephen Sanderson Transport Ltd is committed to acting ethically and with integrity in our business dealings and relationships, as well as preventing modern slavery and human trafficking within our supply chains.

Scope

This policy applies to all Stephen Sanderson Transport Ltd employees, as well as agency workers and any other contracted services carrying out work on behalf of the company.

Processes and Procedures

The prevention, detection and reporting of modern slavery and human trafficking in any part of our business or supply chain is the responsibility of all colleagues. At all times any activity that might lead to, or suggest, a breach of this policy is to be avoided.

The senior management team must be notified as soon as possible if you believe or suspect that a breach of this policy has occurred or may occur in the future.

Stephen Sanderson Transport Ltd aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy. The company are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment in connection with the concern raised. If a colleague feels they have suffered any such treatment, they are to report to the HR department immediately.

Roles and Responsibilities

Senior Managers will:

- Communicate this policy to all new colleagues on inductions
- Ensure all employees do not engage in, facilitate or fail to report any activity that might lead to or suggest a breach of this policy
- Not knowingly enter into business with suppliers of contractors who are involved in any form of modern slavery or human trafficking
- Take appropriate action towards employees who are found to be in breach of this policy

Employees will:

- Have a zero-tolerance approach to modern slavery within the company and our supply chains
- Report any suspicions of modern slavery to management immediately
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Approvers Name: Meg Willis	Signature: 	