



Policy Statement Modern Slavery

R R Andrew Limited are committed to ensuring that there is no human trafficking nor modern slavery within our organisation. R R Andrew Limited work in the United Kingdom. Our policy statement shows our commitment to act ethically and to ensure that slavery and human trafficking are not taking place within our organisation.

The Company acknowledges responsibility to the Modern Slavery Act 2015.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

R R Andrew Limited have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in our business. We expect the same high standards from all of our contractors and suppliers.

This policy applies to all persons working for us or on our behalf in any capacity.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

RESPONSIBILITY FOR THE POLICY

The Managing Director has overall responsibility for ensuring this policy complies with our legal and ethical obligations.

COMPLIANCE WITH THE POLICY

You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify the Managing Director as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. You are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify the Managing Director it in accordance with our Whistleblowing Policy as soon as possible.

R R Andrew to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We 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 in any part of our own business or in any part of our supply chain.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Modern Slavery Policy	Approved by: Emma Andrew	Signed:	Date:
Version 1 Iss 1 June 2018	Created by: J Booth	Next Review Date:	June 2019