



## CLIFFE CONTRACTORS LIMITED

### MODERN SLAVERY POLICY

#### Modern Slavery Act 2015 Company Policy & Annual Statement

**This policy and statement** is made pursuant to section 54[1] of The Modern Slavery Act 2015

**Cliffe Contractors Ltd** is an SME operating only in the South East of England in the Construction and Civil Engineering sector. The company is not part of a group and does not have a parent company

**The Company** is committed to the highest level of ethical standards and sound management principles and sets high standards of integrity and objectivity in its operational management

**The Company** adopts zero tolerance to corruption and bribery and has a separate policy conforming to The Bribery Act 2010

**The Company** fully supports the Governments objectives to eradicate modern slavery and human trafficking in all its forms

**The Board of Directors** of the Company fully endorse this policy

#### Statement for year ending 31st March 2017

**The Company** recognise the need to adapt current supply chain qualification documents to include questions to both sub-contractors and suppliers of materials in regard to the act and these changes are in progress

Responses to supply chain questionnaires are already subject to compliance and audit checks [which will continue] together with due diligence investigations

It is already known that The Company on occasion may obtain goods and materials from sources in countries scheduled in guidance notes to the act [namely India, Pakistan, China, Uzbekistan and Russia] where some 61% of those living in modern slavery live.

Any goods or materials obtained through the Company supply chain from such sources will be subject to high scrutiny, enhanced due diligence and comparison with key performance indicators [KPI's]

The Company already follows guidance set out in the Right to Work section of The Immigration Act 2014 in connection with all employees and will continue with its vigilance to ensure that forced labour, modern slavery and human trafficking is obliterated. Audit practices are already in place to ensure compliance

The company will provide any necessary training to ensure staff are aware of the requirements of the act and the policy of the Company

**Signed:**

**Managing Director**