



SMITH & SONS (BLETCHINGTON) LIMITED

MODERN SLAVERY POLICY

Smith & Sons (Bletchington) Limited (Smiths Bletchington) is a long established, independent family run Company serving the construction and allied industries in Oxfordshire and the surrounding counties. Our core business is the production, marketing and distribution of primary and recycled aggregates, supported by inert waste management, plant hire, construction and the operation of coarse fishing lakes.

Smiths Bletchington are committed to undertaking their business activities responsibly and sustainably, meeting the needs of customers, employees and other stakeholders, while managing the social and environmental impacts of our activities.

Regarding their own employees, Smiths Bletchington are committed to ethical and lawful employment practises, to ensure acts of Modern Slavery and Human Trafficking are not present in their own business, including:

- Prohibition of forced labour and child labour.
- Providing a safe and healthy working environment.
- Providing a working environment free from physical or verbal abuse, sexual harassment and other forms of intimidation.
- Terms and conditions of employment, including working hours, will be on the basis of recognised employment law.
- Wages and salaries paid will be clearly laid out in an Employees Contract of Employment, meet a minimum of national legal standards, and be consistent with the market rate for the job.
- Equality of opportunity to training, employment and working conditions irrespective of gender, age, nationality, disability, ethnicity, religious belief of sexuality.

Accordingly, we will not knowingly engage suppliers (including contractors, sub-contractors or other business partners), who practice Modern Slavery or Human Trafficking in their own operations, or knowingly tolerate it in their own supply chains.

In order to assess the risk of Modern Slavery and Human Trafficking in our supply chain, Smiths Bletchington will:

- Assess and audit suppliers in accordance with our Responsible Purchasing Policy.
- Identify and assess potential risk areas when engaging new suppliers.
- Periodically review our existing supply chains by assessing the potential for changed risk, including the possibility of re-auditing a supplier or conducting spot checks.



Any supplier that fails to comply with this Policy will be liable to immediate termination of our contract with them.

This Policy is consistent with our Corporate Social Responsibility Policy and in accordance with Section 54(1) of the Modern Slavery Act 2015, and relates to activities during the financial year ended 31st March 2018.

A W Smith
Joint Managing Director

April 2017