

# Modern Slavery and Human Trafficking Policy

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TPS Civil Engineering and Plant Hire Ltd (TPS/The Company/We) is a business primarily focused on Civil Engineering and Plant Hire. TPS currently has over 50 employees. The most significant materials from our supply chain are fuel, oil, aggregates, personal protective equipment, vehicle and plant equipment and office supplies. This statement is made in line with Modern Slavery Act and details the commitment of TPS to take steps to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

TPS acknowledges its responsibility under the Modern Slavery Act 2015 and will ensure transparency within the company and within the suppliers of goods and services to the company. TPS is committed to conducting business to the highest ethical standards and in compliance with all relevant legal principles as part of which we will seek to identify and remove any acts of modern-day slavery and human trafficking within our business and from our supply chains, including subcontractors and partners. As part of the company's commitment to stopping slavery and human trafficking we will only use suppliers who are fully engaged with ethical working practices and the requirements of the Modern Slavery Act.

Imported goods from sources outside of the UK and the EU and sub-contractors using migrant workers are potentially at higher risk from issues relating to slavery and human trafficking. The level of management control relating to these areas will be appropriate and monitored. TPS will not support or deal with any business knowingly involved with slavery or human trafficking.

TPS have effective recruitment procedures in place and systems to check that all employees have the right to work in the UK and that we are fully compliant with the legislative requirement relating to this. These procedures safeguard against employee being forced to against their will or being trafficked and the use of child labour. Our Modern Slavery and Human Trafficking policy statement is supplied to all new starters within the business and is available to all employees and interested parties.

The Managing Director has specific responsibility for the effective implementation of this policy. Managers, Supervisors and Foremen also have responsibilities, and we expect all our employees to always abide by the policy.

In line with the requirements of our FORS accreditation this policy is reviewed at least once per annum for suitability and effectiveness.

## Policy Review

This policy will be reviewed annually and updated as necessary to ensure it remains effective and reflects the company's commitment

For TPS Civil Engineering



Phil Skyrme  
Managing Director

Date Reviewed: 20/09/2024