Anti-Slavery Policy

Modern Slavery Act 2015

Modern Slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offence of:

- Slavery, bonded, forced or compulsory labour
- Criminal exploitation
- Sexual exploitation
- Human trafficking
- Domestic servitude

Statement of Commitment to the Modern Slavery Act 2015

At TJ Evers we are compliant with the Modern Slavery Act and understand the importance of transparency in supply chain provisions. We know transparency measures are vital within our business to prevent slavery occurring within our organisation or through our suppliers and subcontractors.

T J Evers ensures zero tolerance for modern slavery and fully complies with the Human Rights Act. We are fully committed to implementing effective system and control measures to ensure no slavery activities take place.

T J Evers is a UK based company with our main area of operation being throughout East Anglia and North East London Boroughs. Our supply chain is all UK based and undergo our rigorous vetting process before they are added to our approved supplier and subcontractor database. (Please refer to our QA management system to find out more about our process). Due to this extensive vetting process that we have produced and developed over the years, as an organisation we are committed to ensuring that no such crimes or infringements take place within our business or supply supervisions.

The measures:

Extensive Vetting/ Due diligence process – Supply chains, Subcontractors and recruitment agencies are responsible for full checks into their own employees/ applicants background and require personal information such as place of birth (birth certificate and/ or Passport), education, current living address, driving license, bank accounts and NI numbers etc.

Train and educate staff in Modern Slavery Act and Human Rights Act on a regular basis and ensure that they are notified of any changes in legislation.

Good Practice/Regular review of internal business procedures - to avoid making demands of suppliers or subcontractors that might lead them to violate human rights. These type of demands include insufficient or late payments, and later orders or high-pressure deadlines resulting from poor demand forecasting.

Compliance

As part of our induction process all staff receive internal training to learn about Modern Slavery and are aware of the correct actions and procedures to follow, to prevent any breach, or potential breach of TJ Evers Anti– slavery policy.

All staff must notify managers or compliance director of any suspicious activities or breaches in the policy. If staff identify or suspect any criminal offence under the modern slavery here in the UK, it would be reported to the police immediately on 101. If potential victims are in immediate danger the standard 999 emergency number should be used.

All employees and outsourced suppliers are informed and made aware of the Modern Slavery Helpline on 0800 0121 700.

Penalties

It is a criminal felony to carry out any offences constituted in the modern Slavery Act 2015 and as a result can leave you facing life sentences, Imprisonment and fines.

Signed:	
On behalf of TJ Evers Ltd	
Date:	18.12.2019