



ISO 9001:2015 Registered
Registration No: 2017/870

BUCKLEY INDUSTRIAL

www.buckley-industrial.co.uk

Buckley Industrial Limited, Unit 1 Catheralls Industrial Estate, Buckley, Flintshire. CH7 3PS
Tel: +44 (0)1244 544080 Fax: +44 (0)1244 549999
E-mail: sales@buckley-industrial.co.uk

Page 1 of 2

Buckley Industrial Limited **Anti-Slavery and Human Trafficking Policy April 2019**

INTRODUCTION

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.

Buckley Industrial Limited have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our suppliers, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

As part of this process, we have undertaken a review of our supply chain to identify and assess potential risk areas.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, interns, agents, contractors, external consultants, third-party representatives and business partners.

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 management of the Buckley Industrial Limited have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all of our employees comply with it.

EMPLOYEE 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 chains 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 or suspicion of modern slavery in any parts of our business or within our supply chains.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify the Managing Director as soon as possible. If you are unsure about whether a particular act constitutes any of the various forms of modern slavery, raise it with the Managing Director. We aim 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 their suspicion.



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Page 2 of 2

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SUPPLIER COMPLIANCE WITH THE POLICY

As part of our Modern Slavery statement our suppliers must confirm that they:

1. Have taken steps to eradicate modern slavery within their business
2. Hold their own suppliers to account over modern slavery
3. UK based suppliers pay their employees at least the national minimum wage / national living wage (as appropriate)
4. International suppliers pay their employees any prevailing minimum wage applicable within their country of operations

Any supplier to be found not complying to the above may be removed from our approved supplier list at any time should any instances of modern slavery come to light.

COMMUNICATION AND AWARENESS OF THIS POLICY

Our zero-tolerance approach to modern slavery is communicated to all significant suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

BREACHES OF THIS POLICY

Any employee who breaches this policy could face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organization's working on our behalf if they breach this policy.

Please sign to confirm you have received and reviewed our Policy. Please return signed copy to anne@buckley-industrial.co.uk

Sign: _____

Print name: _____

Date: _____