



Author	JM	Form No.	HSP014
Approved by	JF	Revision	1
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Modern-Slavery Policy

Modern Slavery Policy Statement

CTS, "the Company" maintains relationships with many different organisations in its supply chain, as well as directly employing large numbers of people.

The Company has a zero-tolerance approach to modern slavery both within the Company and within its supply chain.

We have reviewed our existing compliance and risk management processes following the introduction of the Modern Slavery Act 2015 to determine to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our businesses or in our supply chains.

The policy below underpins our approach and will be used to inform our annual Statement on Slavery and Human Trafficking.

Our Code of Conduct states that Company respects fundamental human rights and is committed to the principles set out in the United Nations Universal Declaration of Human Rights.

We support and respect the protection of human rights within our sphere of influence; in particular the effective elimination of compulsory labour and child labour.

The Code of Conduct governs all our business dealings and the conduct of all persons or organisations with whom we contract directly or who we appoint to act on our behalf. This Code of Conduct applies to all Company operations and employees.

The Company expects equivalent standards of conduct from all persons acting on its behalf, such as suppliers and partners.

We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can.

We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

Our attitude to modern slavery is: zero tolerance

Name: Richard Middleton

Position: Managing Director

Date: 8th January 2024

Signature: 



1 What is slavery?

1.1 The Modern Slavery Act (MSA) 2015 covers four activities:

Slavery	Exercising powers of ownership over a person
Servitude	The obligation to provide services is imposed by the use of coercion
Forced or compulsory labour	Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily
Human trafficking	Arranging or facilitating the travel of another person with a view to their exploitation

1.2 This policy covers all four activities.

2 How is it relevant to us?

2.1 Modern slavery is a complex and multi-faceted crime and tackling it requires all of us to play a part. At first glance, you may think this whole subject is irrelevant to us but is not.

2.2 At a very basic level, of course preventing exploitation and human trafficking, and protecting our workforce and reputation makes good business sense.

2.3 The MSA 2015 recognises the important part businesses can and should play in tackling slavery and encourages them to do more.

2.4 With this in mind, we need to pay particularly close attention to:

2.4.1 our supply chain -

Any outsourced activities, particularly to jurisdictions that may not have adequate safeguards such as cleaning and catering suppliers and corporate hospitality

3 Responsibilities

3.1 The firm, our managers and colleagues have responsibilities to ensure our fellow workers are safeguarded, treated fairly and with dignity.

3.2 Everyone must observe this policy and be aware that turning a blind eye is unacceptable and simply not an option.

3.3 The Company

3.3.1 We will:

- (a) maintain clear policies and procedures preventing exploitation and human trafficking, and protecting our workforce and reputation
- (b) be clear about our recruitment policy (see Recruitment)



- (c) check our supply chains (see Supply chains)
- (d) lead by example by making appropriate checks on all employees, recruitment agencies, suppliers, etc to ensure we know who is working for us
- (e) ensure we have in place an open and transparent grievance process for all staff
- (f) seek to raise awareness so that our colleagues know what we are doing to promote their welfare
- (g) make a clear statement that we take our responsibilities to our employees and our clients seriously (see modern-slavery statement)

3.4 Managers

3.4.1 Managers will:

- (a) listen and be approachable to colleagues
- (b) respond appropriately if they are told something that might indicate a colleague is in an exploitative situation
- (c) remain alert to indicators of slavery (see Identifying slavery)
- (d) raise the awareness of our colleagues, by discussing issues and providing training, so that everyone can spot the signs of trafficking and exploitation and know what to do
- (e) use their experience and professional judgement to gauge situations

3.5 Colleagues

3.5.1 We all have responsibilities under this policy. Whatever your role or level of seniority, you must:

- (a) keep your eyes and ears open—if you suspect someone (a colleague or someone in our supply chain) is being controlled or forced by someone else to work or provide services, follow our reporting procedure (see Reporting slavery)
- (b) follow our reporting procedure if a colleague tells you something you think might indicate they are or someone else is being exploited or ill-treated
- (c) tell us if you think there is more, we can do to prevent people from being exploited

4 The risks

4.1 The principal areas of risk we face, related to slavery and human trafficking, include:

- 4.1.1 supply chains
- 4.1.2 recruitment through agencies
- 4.1.3 general recruitment
- 4.1.4 transport needs



4.2 We manage these risk areas through our procedures set out in this policy.

5 Our procedures

5.1 Anti-slavery statement

5.1.1 We make a clear statement that we take our responsibilities to our employees, people working within our supply chain and our clients seriously.

5.1.2 We make this statement through this policy

5.1.3 Our statement

- (a) CTS Shopfitting provide services to a range of clients nationwide
- (b) This policy sets out the key risk areas we face and our approach to avoiding and preventing modern slavery.

5.2 Supply chains

5.2.1 We thoroughly check supply chains to ensure the potential for slavery and human trafficking is significantly reduced.

5.2.2 We tell the companies we do business with that we are not prepared to accept any form of exploitation.

5.2.3 All our supplier contracts contain an anti-slavery clause. This clause, which flows down through all layers of our supply chain, prohibits suppliers and their employees from engaging in slavery or human trafficking.

5.3 Recruitment

5.3.1 Using agencies

- (a) Our managers follows firm policy and only uses agreed specified reputable recruitment agencies.
- (b) To ensure the potential for slavery and human trafficking is reduced as far as possible, we thoroughly check recruitment agencies before adding them to our list of approved agencies. This includes:
 - (i) conducting background checks
 - (ii) investigating reputation
 - (iii) ensuring the staff it provides have the appropriate paperwork (eg work visas)
 - (iv) ensuring the agency provides assurances that the appropriate checks have been made on the person they are supplying
- (c) We keep agents on the list under regular review, at least every 3 years.

5.3.2 General recruitment

- (a) We always ensure all staff have a written contract of employment and that they have not had to pay any direct or indirect fees to obtain work.
- (b) We always ensure staff are legally able to work in the UK.
- (c) We check the names and addresses of our staff (a number of people listing the same address may indicate high shared occupancy, often a factor for those being exploited).
- (d) We provide information to all new recruits on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.



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- 5.4 If, through our recruitment process, we suspect someone is being exploited, the Directors will follow our reporting procedures (See Reporting Slavery).

6 Identifying slavery

- 6.1 There is no typical victim and some victims do not understand they have been exploited and are entitled to help and support.
- 6.2 However, the following key signs could indicate that someone may be a slavery or trafficking victim.
- 6.2.1 The person is not in possession of their own passport, identification or travel documents.
 - 6.2.2 The person is acting as though they are being instructed or coached by someone else.
 - 6.2.3 They allow others to speak for them when spoken to directly.
 - 6.2.4 They are dropped off and collected from work.
 - 6.2.5 The person is withdrawn or they appear frightened.
 - 6.2.6 The person does not seem to be able to contact friends or family freely.
 - 6.2.7 The person has limited social interaction or contact with people outside their immediate environment.
- 6.3 This list is not exhaustive.
- 6.4 Remember, a person may display a number of the trafficking indicators set out above but they may not necessarily be a victim of slavery or trafficking. Often you will build up a picture of the person's circumstances which may indicate something is not quite right.
- 6.5 If you have a suspicion, report it.

7 Reporting slavery

- 7.1 Talking to someone about your concerns may stop someone else from being exploited or abused.
- 7.2 If you think that someone is in immediate danger, dial 999.
- 7.3 Otherwise, you should discuss your concerns with the Managing Director who will decide a course of action and provide any further advice.
- 7.4 Not all victims may want to be helped and there may be instances where reporting a suspected trafficking case puts the potential victim at risk, so it is important that in the absence of an immediate danger, you discuss your concerns first with the Managing Director before taking any further action.



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8 Training

- 8.1 We provide specialist training to those staff members who are involved in managing recruitment and our supply chains.
- 8.2 More general awareness training is provided to all staff via team talks performed by team leaders and managers.

9 Monitoring our procedures

- 9.1 We will review our Anti-slavery policy regularly, at least annually. We will provide information and/or training on any changes we make.

This policy has been approved & authorised by:

Name: Richard Middleton

Position: Managing Director

Date: 8th January 2024

Signature: 

Review Date: January 2025



**Safety, Health, Environmental
& Quality Management System**

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Date of Review	Carried out by	Amendments/Revisions Incorporated
January 2020	Health & Safety Manager James Middleton	Policy created.
January 2021	Health & Safety Managers – J Middleton, R Fiedor & J Fletcher	Annual Review
January 2022	Health & Safety Manager James Middleton	Annual Review
January 2023	Health & Safety Manager James Middleton	Annual Review
January 2024	Health & Safety Manager James Middleton	Annual Review