

## Modern Slavery Act 2015

### 0. Purpose

The purpose of this statement is to clearly outline CarillionAmey's objectives to prevent modern slavery and human trafficking within our business and our supply chain. This is written in accordance with Section 54 of the Modern Slavery Act 2015.

### 1. Introduction

CarillionAmey is a leading property, residential, construction and services group which invests in providing a service on behalf of the Defence Infrastructure Organisation repairing, maintain infrastructures on 280 RAF stations, Army Garrisons, Naval Bases and defence sites across the UK. Our mission is to deliver smarter, more efficient solutions to our Armed Forces.

### 2. Policy Statement

- 2.1 The CarillionAmey Code of Ethics (The CA Way) sets out the behaviour we expect from all employees and supply chain partners. This policy will specifically look at the issues associated with modern slavery and human trafficking.
- 2.2 Modern Slavery is a crime and a violation of an individual's human rights. It takes various forms such as slavery, servitude, forced or compulsory labour and human trafficking all of which having one thing in common. The deprivation of a person's freedom by another in order to exploit them for personal or commercial gain. CarillionAmey has a zero tolerance approach to slavery, with the responsibility to act ethically and with integrity in all of our business ventures and to establishing and enforcing effective systems to ensure modern slavery is not taking place anywhere in the business or in any of our supply chains.
- 2.3 We are dedicated to ensuring there is transparency in the CarillionAmey business and in our approach to tackling modern slavery throughout our supply chains, consistent under the Modern Slavery Act 2015. We expect the same standards from all of our contractors, suppliers and business partners including specific prohibitions concerning modern slavery. CarillionAmey's response is to work closely within the supply chain to improve performance standards and review on going relationships.
- 2.4 The CA Procurement Team use the Constructionline Gold level Accreditation Scheme to Prequalify its Supply Chain. This ensures that all mandatory legislation including compliance to the Modern Slavery Act 2015 is reviewed before a contractor can be included on our "Approved Contractor" list.

### 3. Who does this policy apply to?

- 3.1 This policy will apply to all employees' part to full time employees, temporary staff and contractors working third party acting on behalf in any capacity.
- 3.2 This policy will not be included in our employee's terms and conditions and may be amended at any time.

### 4. Responsibility for the policy

- 4.1 The board of CarillionAmey has the overall responsibility for ensuring this policy is compliant with our legal and ethical obligations.
- 4.2 Management at any level are responsible for ensuring those reporting to into them understand and comply with the Modern Slavery policy, by giving up to date training.

## 5. Compliance with this policy

- 5.1 You must ensure that you have understood and comply with this policy.
- 5.2 The prevention, detection and reporting of modern slavery in any part of the CarillionAmey business or supply chain is the responsibility of each member of staff
- 5.3 As a CarillionAmey employee you are required to avoid any activity that might lead, or suggest a breach of this policy.
- 5.4 You are expected to report as soon as possible
- Whether you know or suspect any form of modern slavery is occurring in any part of the business
  - Whether you know or suspect a breach of this policy which has happened or hasn't occurred to your line manager, a member of the HR team or if you are uncomfortable to raise this issue with your line manager please report it to the whistleblowing helpline.
- 5.5 If at any time you're unsure regarding a particular act i.e. the treatment of workers more generally or their working conditions and you feel it may constitute to the multiple forms of modern slavery. Please raise this through your line manager or a member of the HR Team.
- 5.6 As a business CarillionAmey encourages openness and will support any colleague who raises genuine concerns in honesty 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 that modern slavery is or may be taking place in any part of the business or in any of CarillionAmey's supply chain.

## 6. Communication and Awareness of this Policy

As part of CarillionAmey's commitment to eradicating modern slavery, we need to ensure all employees fully understand what is meant by modern slavery, understand how to recognise it and how to act in the event that they consider somebody is a potential victim of modern slavery.

Regular training on this policy will be provided through Learnupon and further support can be found from the below website providing any additional details, support and E Learning for any individuals who wish to learn more.

<https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page>

<https://www.gov.uk/government/publications/support-for-victims-of-human-trafficking>

## 7. Breaches of this Policy

Noncompliance with this policy by any employees may result in a disciplinary action up to and including summary dismissal.

## 8. Further Information

If you have any further queries regarding this policy please contact the HR Team at [hr@carillionamey.co.uk](mailto:hr@carillionamey.co.uk)

CarillionAmey

Human Resources Team