



BEERE ELECTRICAL SERVICES LIMITED

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Anti-Slavery and Human Trafficking Policy



Produced with the assistance of Lynch Safety Services Ltd

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ANTI-SLAVERY POLICY

1. PURPOSE

The purpose of this policy is to establish controls to ensure compliance with all applicable anti-slavery and human trafficking regulations, and to ensure that the Company's business is conducted in a socially responsible manner.

2. POLICY STATEMENT

Modern Slavery is the term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime under the Modern Slavery Act 2015 and is a violation of fundamental human rights.

Beere Electrical Services endeavour to conduct all of our business in a transparent and ethical manner and take a zero tolerance approach to modern slavery and any violation of human rights. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and to ensuring that anyone within our supply chain upholds the same principles. This policy applies to all employees, workers, consultants, and other persons engaged in any business activity with Beere Electrical Services limited.

3. COMMITMENTS

We are a company that expects everyone working with us or on our behalf to support and uphold the following measures and commitments to ensure safeguard against modern slavery:

- Maintain a zero tolerance approach throughout the organisation and supply chain;
- All personnel are responsible for the detection and reporting of modern slavery identified in any part of our organisation. Workers must not engage in, facilitate or fail to report any such activities that may result in what may be considered as modern slavery;
- Suppliers are expected to provide assurance that they have adequate systems and procedures to ensure that modern slavery or trafficking for the benefit of work is avoided.
- Full labour costs must be built in to any tendering costs for both supply and purchase so as to avoid the need for exploitation of labour;
- Suppliers or clients that are suspected of or found to be in support of any form of modern slavery will be removed from the tender or potential client list until such time Beere Electrical Services are satisfied that the situation is investigated and rectified to the satisfaction of Rob Beere.
- We take a risk based approach to modern slavery and where any contract warrants the inclusion of specific provisions against the use of modern slavery and trafficked labour Beere Electrical Services will request statements from suppliers to confirm their commitment to eliminating modern slavery practices and in circumstances deemed necessary we may conduct suitable audits on our suppliers as due diligence practice;
- Beere Electrical services encourage anyone within its employment to raise any concerns they may have and we support anyone that acts in good faith in this matter. Any concerns will be dealt with in privacy and in confidence without fear of recrimination.
- Any breaches of this policy may result in Beere Electrical Services taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier involved in modern slavery.

4. RESPONSIBILITIES

Rob Beere has primary and day-to-day responsibility for implementing this policy, and for monitoring its use and effectiveness and dealing with any queries on its interpretation.

All personnel must read, understand and comply with this policy.

The prevention, detection and reporting of any human trafficking, acts of modern slavery or violation of human rights are the responsibility of all those working for or under the control of Beere Electrical Services. All employees are required to ensure that this policy is understood and implemented at all times and to avoid any activity that might lead to, or suggest, a breach of this policy.

Rob Beere must be notified as soon as possible if it is believed or suspected that a conflict with or breach of this policy has occurred or is likely to occur in the near future.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. We reserve our right to terminate our contractual relationship with other workers for breach of this policy.

Whistleblowing

If you suspect any cases of incidents of breaches or suspected breaches of the Modern Slavery Act 2015, you can tell your line manager or Rob Beere or contact the police on 999.

5. TRAINING AND COMMUNICATION

New employees are provided with the relevant information relating to this policy during the induction process and all existing employees are provided with refresher training on the content and how to comply with this policy at regular intervals. All employees will be required to formally accept conformance with this policy on an annual basis.

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

6. RIGHT TO WORK

Beere Electrical Services Limited ensures compliance with the requirements of the UK's immigration laws, where EU, EEA or Swiss citizens are to be employed.

In order to comply with its legal requirement, the company will check the digital status of the individual on the Government right to work online checking service <https://www.gov.uk/view-right-to-work> to verify that the applicant has the right to work in the UK, prior to providing a job offer.

The individual will need to provide their date of birth and right to work share code, that once entered onto the website will provide their right to work document.

The right to work document will be checked against the passport details to ensure that the photograph is of the person being employed, the length of stay that is permitted and that the job category is correct for the employment being offered. The right to work document will be downloaded and kept within the personnel file.

All right to work documentation that is compliant with the Home Office Guidance Comprehensive Guidance for Employers on Preventing Illegal Working will be retained for a minimum of 2 years after the individual has left employment with the company.

Beere Electrical Services Limited confirms our commitment to pay all of our employees and labour above the minimum wage, all wages will be paid direct to the bank account of the person being employed and confirmation of payment will be provided by way of a wage slip. Holiday pay, maternity/paternity pay will be paid in accordance with the individual contract of employment.


7. MONITORING AND REVIEW

Rob Beere will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures will be subject to periodic audit to provide assurance that they are effective in countering modern slavery.

All employees are responsible for the success of this policy and should ensure they use it to disclose any actual or suspected wrongdoing.

Employees are invited to provide feedback on any aspect of this policy and to suggest any improvement opportunities that may arise. Any feedback should be forwarded to John Beere for consideration and any improvements will be adopted into the policy as early as possible with a revised document issued and communicated at the earliest opportunity.

This policy does not form part of any employee’s contract of employment and it may be amended at any Time.

Signed:

Rob Beere
Managing Director
Beere Electrical Services Limited

Dated: December 2024

MONITORING REVIEW TABLE

We will establish appropriate information and monitoring systems to assist the effective implementation of our Anti-Bribery and Corruption Policy. The effectiveness of the Anti-Bribery and Corruption Policy will be reviewed regularly (at least annually) and action taken as necessary.

DATE OF REVIEW	REVIEWED BY	BRIEF DESCRIPTION OF CHANGES	REVIEW DATE
October 2017	M.E.L. (Health & Safety) Consultants Limited	Document creation	October 2018
December 2018	M.E.L. (Health & Safety) Consultants Limited	Amended the Company address and reviewed policy in line with current legislation	December 2019
December 2019	M.E.L. (Health & Safety) Consultants Limited	Reviewed policy in line with current legislation	December 2020
December 2020	M.E.L. (Health & Safety) Consultants Limited	Reviewed policy in line with current legislation	December 2021
December 2021	M.E.L. (Health & Safety) Consultants Limited	Reviewed policy in line with current legislation	December 2022
December 2022	M.E.L. (Health & Safety) Consultants Limited	Sections Added: Whistleblowing and Right to Work	December 2023
December 2023	Lynch Safety Services Ltd	Section Amended: Right to work	December 2024
December 2024	Lynch Safety Services Ltd	Reviewed policy in line with current legislation	December 2025