

# Modern Slavery Policy



This statement is made pursuant to s.54, Part 6 of the Modern Slavery Act 2015 and sets out the approach Carnell has taken to ensure that slavery and human trafficking is not taking place in its business or any part of its supply chain.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour and human trafficking. It includes both adults and children being forced to work against their free will and is both a crime and an unacceptable violation of an individual's fundamental human rights.

Carnell have considered and reviewed the legal, social, and moral aspects of modern slavery, and have adopted a zero-tolerance approach. We have also committed to acting ethically and with integrity in all our business dealings and relationships and have also committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within the Carnell business, nor within any of our supply chains. Carnell are fully committed to the prevention of Modern Slavery and Human Trafficking and will not tolerate or condone any such identified act within any aspect of its business activities.

Carnell conducts right-to-work checks on all our direct workforce, in accordance with the Immigration, Asylum and Nationality Act 2006; we are committed to enforcing similar standards throughout our supply chain.

We will continue to monitor our supply chains compliance with the legislation through initiatives such as desktop audits and the incorporation of Modern Slavery into key supply chain partner reviews.

Carnell is committed to rolling out regular training on this policy statement as necessary and communicating out our zero-tolerance approach to our supply chain, both at the outset of our business relationship, and reinforced as appropriate thereafter. Carnell expects and requires the same standards from our supply chain and polices this requirement through a programme of supplier audits.

Carnell is committed to encouraging openness and will support all employees, suppliers and third parties who raise genuine concerns in good faith. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicions and concerns in relation to modern slavery, or indeed any other ethical or integrity issues.

Our Whistle Blowing policy outlines the processes and protection involved and is available to the public via our website [www.carnellgroup.co.uk](http://www.carnellgroup.co.uk) for additional transparency we have partnered with Safecall to ensure that we have an independent third-party host, providing a safe and secure means by which people can speak up with confidence.

For further information, concerns or queries relating to this policy statement, please contact in the first instance the HR Manager by email [hr@carnellgroup.co.uk](mailto:hr@carnellgroup.co.uk)

Signed  Rebecca Barnes - HR Manager

Signed  Andrew Sharp – Managing Director