



Ref: 0601CC
Version: 03
Date: 4/1/21

Modern Slavery Policy

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Document Control

Document title : Modern Slavery policy

Ref : 0601CC

Serial Number	Amendment Number	Date	Signature	Name	Remarks
0601CC	01	21/12/18		F Kofler	Issue of new company policy and arrangements
0601CC	02	20/12/19		F Kofler	Full review, all sections updated
0601CC	03	20/12/20		F Kofler	Full review, all sections updated

Date of next review : 01-01-2022

Approved 20 December 2020

Modern Slavery policy

Policy Statement

Introduction Castlehouse is a principal contractor working in the residential, commercial and medical sectors. We operate in the UK, and our supply chains are European.

1. Policy statement

1.1 The Castlehouse code of conduct sets out the minimum behaviour we expect from our employees and supply chain partners. This policy deals with the specific issues associated with modern slavery and human trafficking.

1.2 Modern slavery is a crime and a violation of an individual's fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We 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 within the businesses making up The Castlehouse Group or in any of our supply chains.

1.3 We are also committed to ensuring there is transparency in our own businesses 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 contractors, suppliers and other business partners, and as part of our contracting processes, we will include specific prohibitions concerning modern slavery, whether of adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards. Castlehouse's approach will be to work with our supply chain partners to improve performance standards but ultimately, we may have to review whether we can continue on-going relationships if our standards cannot be met.

1.4 By 2020 Castlehouse has committed to 100% of the commodities we source directly being compliant with our standards for socially and environmentally responsible procurement. We will seek to influence our subcontractors to do the same.

2. Who does this policy apply to?

2.1 This policy applies to all full and part-time employees, as well as temporary staff, whenever they are working. It also applies to agents, contractors and other third parties acting on our behalf in any capacity.

2.2 This policy does not form part of any employee's contract of employment and we may amend it at any time.

3. Responsibility for the policy

3.1 The board of Castlehouse Construction Ltd has overall responsibility for ensuring this policy complies with our legal and ethical obligations.

3.2 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

4. Compliance with the policy

4.1 You must ensure that you read, understand and comply with this policy.

4.2 The prevention, detection and reporting of modern slavery in any part of our businesses or supply chains is the responsibility of all of us.

4.3 You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

4.4 You are expected to report as soon as possible: • whether you know or suspect any instance of modern slavery is occurring in any part of our businesses or supply chains; and • whether you know or suspect a breach of this policy is/has occurred to your line manager, or a member of the board.

4.5 If you are unsure about whether a act, the treatment of workers more generally, or their working conditions within any of our businesses or supply chains constitutes any of the various forms of modern slavery, raise it with your line manager, or a member of the board of Castlehouse.

4.7 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 in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our businesses or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

5. Communication and awareness of this policy

5.1 Regular training on this policy and on the risks our businesses face from modern slavery in its supply chains will be provided as necessary.

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

6. Breaches of this policy Non- compliance with this policy by employees may result in disciplinary action up to and including summary dismissal, and by contractors, agents or other third parties working on our behalf, in termination of contract.