



Modern Slavery & Human Trafficking Policy

23rd September 2023 – 22nd September 2024

T J Surfacing Ltd

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DOCUMENT CONTROL

This document will be kept at the main office of TJ Surfacing Limited. All amendments will be issued to that office.

DISTRIBUTION SCHEDULE

Issue Date	Designation
11/05/19	Hawksafe Secure Document Portal
20/09/21	Hawksafe Secure Document Portal
08/11/22	Hawksafe Secure Document Portal
05/09/23	Hawksafe Secure Document Portal

RECORD OF AMENDMENTS

Amendments to the Health and Safety Policy of TJ Surfacing Limited will be issued by Hawksafe Ltd. Their incorporation should be recorded below.

Amendment Date	Amended By	Comments
11/05/19	Hawksafe	Initial Release
20/09/21	Hawksafe	Format change, Annual Review
01/12/21	Hawksafe	Date change in-line with certificate
08/11/22	Hawksafe	Annual Review
05/09/23	Hawksafe	Annual Review

Introduction

Modern slavery is a crime and a violation of fundamental human rights. All types of modern slavery have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to ensure modern slavery is not taking place anywhere in our own business, or in any of our supply chains.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, interns, agents, contractors, external consultants, third-party representatives and business partners.

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

Responsibility for the policy

Caroline Styles has responsibility for ensuring this policy complies with our legal and ethical obligations, and that all of our people comply with it.

The company Directors shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

Compliance with the policy

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

TJ Surfacing Limited is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within TJ Surfacing Limited.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Although you should report any concerns regarding modern slavery and/or human trafficking in any parts of our business or supply chains in accordance with our whistleblowing policy, you are also encouraged to discuss a specific matter (or our policy or relevant legislation) with TJ Surfacing Limited.

If you are in any doubt about whether a particular act or working conditions in any of our business relationships may contravene any aspect of this policy then err on the side of caution and report it in accordance with the whistleblowing policy, or speak to a member of the legal department.

We encourage openness and will support anyone who raises genuine concerns in good faith in accordance with the firm's whistleblowing 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 knowledge, or suspicion, that modern slavery is taking place in any part of our business or in any of our supply chains.

Communication and awareness of this policy

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

Breaches of this policy

Any employee who breaches this policy could face disciplinary action, which could result in dismissal for misconduct or gross misconduct.



We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Summary

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the head office upon request. This policy statement will be reviewed annually and published. This Policy considers and supports the policies, procedures and requirements documented in our Integrated Management System. The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

Declaration

Name: Jason Stribley

Signature: 

Position: Managing Director

Date: 17.10.23