



# MODERN SLAVERY POLICY

## Policy Statement

This statement is made pursuant to Section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps BECK has taken in the last 12 months to address the potential for slavery and human trafficking taking place in our business or supply chain.

We recognise modern slavery, as set out in the act and seek to do our part to remove such practices in the construction industry. BECK shall never engage with an organisation that does not comply with the Modern Slavery Act. All BECK Employees, are paid above minimum wage. We comply with local minimum age laws and do not employ child labour.

All our employees are paid by bank transfer and we don't allow payment to be made into third party bank accounts thus minimising the risk of forced or compulsory labour.

When we employ mentally vulnerable adults we arrange for them to have a dedicated carer and high-level support from the business.

All employees are vetted for the right to work in the country where they are employed, where employees require a work permit/VISA we assist them to procure appropriate documentation. As a responsible employer we take the welfare of our employees seriously and allow employees to report wrongdoing (including exploitation) in any form.

We make reference to our policy on Modern Slavery, Human Trafficking and Exploitation in our Employee Handbook, which is provided for all to read and is provided to Clients or potential Clients on request.

## Supply Chain Overview

The construction supply chain can be complex; there are often many tiers of suppliers between main contractor and the source of raw materials. We have adopted various means to clearly communicate our expectations around human rights and modern slavery to our suppliers. These include:

Prequalification processes. Any potential supply chain member who wishes to be an 'approved' partner undergoes a rigorous pre-qualification procedure. This procedure has been updated to include questions around the supplier's policies and procedures concerning human trafficking and modern slavery.

Commercial agreements. We have updated our commercial agreements with our supply chain to highlight and require compliance with the Act.