

MODERN SLAVERY POLICY STATEMENT

PJE/HSSQ/POL/001/PS10

P J Edwards & Co (UK) Ltd recognises that it doesn't have the statutory obligation under s.54 of the Modern Slavery Act 2015 to provide an annual Modern Slavery Statement. However, as a commitment to eradicate Modern Slavery this statement sets out the steps that P J Edwards & Co (UK) Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. P J Edwards & Co (UK) Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Working as a sub-contractor in the infrastructure and building sectors of the UK construction industry, P J Edwards & Co (UK) Ltd provides the design and installation of piling and ground engineering solutions to main contractors and developers.

Our high risk areas

P J Edwards has identified two areas of high risk, namely;

1. Recruitment, both temporary and permanent, through either labour or recruitment agencies.
2. Sourcing of goods and services from our major suppliers.

Our policies

We operate a number of internal policies, procedures and statements to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Right to Work policy - We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Worksafe policy - We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Company Handbook - This handbook explains the manner in which we behave as an organisation and how we expect our employees to act.

Our suppliers

P J Edwards & Co (UK) Ltd operates a supplier and sub-contractor selection procedure. We conduct due diligence on all providers before allowing them to become a sub-contractor or supplier. This due diligence includes an online search to ensure that particular organisation has provided a Statement relating to modern slavery.

Training

We conduct training for our management staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

This Policy Statement will be brought to the attention of all employees and will be reviewed at least annually and when there are significant changes in legislation, working practices or company arrangements.

Signed:



Adrian Norridge
Operations Director (UK)

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