



CHAMBERLAINS SECURITY

Tackling Modern Slavery/Labour Exploitation Policy

Policy Statement

Chamberlains Security (Cardiff) Ltd is proactively committed to strictly following this policy in order to prevent hidden labour exploitation.

Hidden labour exploitation is the exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider, including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators and victims, even if they perceive themselves as such are reluctant to come forward.

Coverage

All Sites to which Security Services are provided

Responsibility

Richard Trevivian (Director) has overall responsibility for this policy

Policy Commitments

Chamberlains Security (Cardiff) Ltd will;

1. Designate an appropriate director, (Richard Trevivian) to attend "Tackling Hidden Labour Exploitation" training and to have responsibility for developing and operating company procedures relevant to this issue.
2. Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants. The company will not use and individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
3. Ensure that all staff responsible for directly recruiting workers are aware of issues around third party labour exploitation and signs to look for and have signed appropriate Compliance Principles.
4. Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
5. Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters Licencing Authority and police.
6. Provide information on tackling "Hidden Labour Exploitation" to our workforce through workplace posters, worker leaflets and information to be included in the induction material.
7. Encourage workers to report cases of hidden third party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
8. Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities by discussing with the account co-ordinator via an onsite surgery or telephone.
9. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

Richard Trevivian

Director