

Modern Slavery Statement

This statement is made accordance to section 54(1) of the Modern Slavery Act 2015.

Soils and Stone Limited is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively “human trafficking and slavery”).

Soils and Stone Limited will not knowingly use unlawful child labour or forced labour in any of the utilities and/or other commodities, products and/or services it provides, nor will it accept commodities, products and/or services from suppliers that employ or utilize child labour or forced labour.

Rationale

Human trafficking and slavery are crimes under UK and international law. These crimes exist in countries throughout the world. This policy statement defines Soils and Stone Limited commitment to ensuring that human trafficking and slavery does not exist within its own business, but also provides how Soils and Stone Limited will make efforts to eradicate the same from other businesses with whom it shall maintain a relationship.

Soils and Stone Limited will take appropriate steps to ensure not only its own compliance but also that these requirements are followed by its suppliers.

They are therefore required to adhere to the following:

Definitions

Human Trafficking: the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child’s education, or to be harmful to the child’s health, or physical, mental, spiritual, moral, or social development.

Suppliers Requirements

- They will not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty;

- They will ensure that the overall terms of employment are voluntary;
- They will comply with the minimum age requirements prescribed by applicable laws
- They will compensate their workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements;
- They will abide by applicable law concerning the maximum hours of daily labour;
- They will not engage in any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK; and
- They will ensure that any suppliers from whom they source goods and/or services for incorporation in those supplied to Soils and Stone, also adhere to these requirements.

Upon request, Suppliers must be able to demonstrate compliance with this Statement to the reasonable satisfaction of Soils and Stone Limited.

Any breach of this Statement (including by a Supplier) can be reported by contacting Ian Cecil, Managing Director, Soils and Stone Limited.

Actions

Soils and Stone Limited takes any breach of this Statement seriously.

Suppliers who are found to have or be engaging in human trafficking and slavery or which refuse to co-operate with this Statement will be liable to have any supply agreement terminated immediately. Soils and Stone Limited will decide the future necessary actions to prevent its reoccurrence.