



The Company operates an ethical and open approach to the way we do business. We do not tolerate any form of unethical behaviour including anti-competitive business practices. This extends to our supply chain, our client base and suppliers. All reported instances will be investigated and if deemed to fail the requirements of the Modern Slavery Act 2015, will be reported to the relevant authorities.

Blara Safety UK Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking. Following the implementation of the Modern Slavery Act 2015, Blara Safety are committed to maintaining and enforcing effective systems and controls to prevent slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are also free from slavery and human trafficking.

Modern slavery is a criminal activity and a violation of basic human rights. The deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain is unacceptable. For these reasons, slavery and human trafficking is a matter of zero tolerance at Blara Safety UK Ltd.

This policy applies to all members, employees, agents, consultants and those parties in our supply chain, wherever in the world they operate. Any reported breach of this policy will be investigated and may lead to legal proceedings or disciplinary action which subsequently could result in employee dismissal and suspension of all business activities.

Blara Safety commit to taking all the necessary steps to ensure the workforce and the suppliers we engage are free from affects associated with the modern slavery, human trafficking, forced our bonded / imprisoned labour.

Blara Safety will conduct right to work checks on every employee within its employment at induction and expects all its supply chain to perform the same checks in accordance with the Immigration, Asylum and Nationality Act 2006.

The Company adheres to all Minimum Wage and Living Wage UK legislation and expects its supply chain and suppliers to maintain compliance with the requirements of the Act.

Blara Safety have a number of equal opportunity and diversity policies to support all those that work for the Company or on behalf of the Company directly or indirectly. These policies have been created to protect all parties and provide a safe environment to work in.

## **RESPONSIBILITY FOR REPORTING INCIDENTS OF SLAVERY**

The detection and reporting of slavery is the responsibility of all of us. You should raise any concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage by contacting the Managing Director.

It can be difficult to spot the signs of Modern Slavery but any concerns should be reported immediately in order to establish and confirm the cause of concern.



Modern slavery in the UK can take many forms, including forced sexual or criminal exploitation, domestic slavery or forced labour on farms, in construction, shops, bars, nail bars, car washes or manufacturing.

Forced labour is the most common form of slavery in the UK, fueled by a drive for cheap products and services, with little regard for the people behind them.

Vulnerable people from abroad often take big risks in order to provide for their families. Typically, they can be offered an apparently good job in the UK. Often they take a loan from the traffickers in advance.

When they arrive in the UK, the situation is completely different. Their passport might be taken away and they are told they need to pay off the debt before they can leave. Violence and threats are common. They are trapped here with no possessions, no means to return and totally reliant on their traffickers.

Vulnerable people are also targeted, especially children from disadvantaged backgrounds, to be groomed into drug criminal gangs in so-called 'county lines' trafficking.

Modern Slavery includes Organ Removal, Forced Begging, Forced Benefit Fraud, Forced Marriage and even illegal adoption.

There are many forms of Modern Slavery that we may see on a daily basis but we may not be aware or do not associate the activity or signs with Modern Slavery at the time. This policy has been created to highlight the types of Modern Slavery so that readers may be in a better position to identify and report the signs.

A more obvious example may be an agency charging an impossibly low charge rate for a labourer or service, or a sub-contractor providing prices that you know are unreasonably low. In these circumstances you would be within your rights to ask for further details or a breakdown of the price.

The Modern Slavery Briefing provided by the Government is available at all times.

Blara Safety encourage the use of the Modern Slavery helpline 0800 0121700 should any employee or member of our business require any information in regard to modern slavery or labour standard breaches. Alternatively, in the event of an emergency, police can be contacted on 999 from any phone.

Modern Slavery Website: <https://www.modernslaveryhelpline.org/>

Signed on behalf of the Company:  
2020

Managing Director - January