


Modern Slavery and Illegal Workers Policy

Document Control Information	
Document Owner:	Chief Executive Officer
Next Review Date:	March 2025
Version Issue Date:	03 / 06 / 2024
Version No:	6

Version History			
Version	Date	Summary Of Changes	Editor
1	April 2020	New policy	M Kirsop
2	07 / 01 / 2021	Changes to front page to facilitate moving sign off from rear page to front	M Kirsop
3	01 / 05 / 2022	Reviewed	M Kirsop
4	03 / 03 / 2023	Reviewed	M Kirsop
5	14 / 03 / 2024	Reviewed	M Kirsop
6	03 / 06 / 2024	Inclusion of illegal workers section	M Kirsop

Document Authority			
Name	Position	Signed	Date
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Policy statement:

Fixatex Ltd will abide by the Modern Slavery Act 2015.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common, the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and illegal working and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business or knowingly within our supply or customer chain.

We are also committed to ensuring there is transparency within our business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, agency workers and contractors.

This policy does not form part of any employee's contract of employment and we may amend it at any time without notice or consultation.

Scope Of Operations:

Fixatex currently operates only within the United Kingdom and mainly within the South East of England including London regions.

The company will review this document in the event that the scope of works includes national or more importantly, overseas work.

Responsibility For The Policy:

The Chief Executive Officer (CEO) has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Chief Executive Officer (CEO) has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

Illegal Workers:

Fixatex Ltd will ensure that appropriate eligibility checks will be conducted by our contracted recruitment agency to ensure all persons who may be offered employment are entitled to work in the UK in accordance with Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006.

These checks will be confirmed by way of evidence requested from the agency and auditing where required.

All related verified documentation will be retained for a minimum of 2 years after the individual has ceased employment with the company.

Where it may be required, an employees' immigration status will be monitored and reviewed periodically. The period of review will be on a case-by-case basis.

Compliance With The Policy:

Employees must ensure that they read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees must notify their manager OR the Chief Executive Officer (CEO) as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

Employees are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage.

If employees believe or suspect a breach of this policy has occurred or that it may occur, they must notify their manager or report it in accordance with our Whistleblowing Policy as soon as possible.

If an employee is unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes any of the various forms of modern slavery, raise it with your manager or the Chief Executive Officer (CEO).

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any part of our supply chain. If an employee believes that they have suffered any such treatment, they should inform the Chief Executive Officer (CEO) immediately.

Communication And Awareness Of The Policy:

Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed.

Our zero-tolerance approach to modern slavery should be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches Of This Policy:

Any employee who is found to have breached this policy will face disciplinary action.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.