

## **Slavery and Human Trafficking statement as required under s54, Part 6, of the Modern Slavery Act [1] 2015.**

### **Introduction**

Chas Berger (“the Company”) is committed to ensuring that its business dealings are carried out in compliance with the relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited. The Company is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

### **Organisation Structure**

This statement covers the activities of Chas Berger which is based in Bishops Stortford Hertfordshire and operates throughout the south east of England and has up to 50 direct employees and over 60 subcontractor and supplier firms in the supply chain.

### **Relevant Policies**

The Company operates a number of policies that mitigate the risk of modern slavery and set out steps to be taken to prevent slavery and human trafficking in its operations.

### **Whistleblowing**

The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company’s whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can refer any issue to our directorship and management in confidence and without concern for any ramifications arising.

### **Supply Chain Management**

Whilst the Company’s scope of operations includes the provision of a comprehensive range of general building services, it does not have a supply chain that is reliant on factories or other entities that would normally be associated with slavery or forced labour.

As a general rule, contractors and suppliers used by the Company are therefore not likely to be susceptible to this risk. However, we are mindful that others may not always uphold standards to the same level as Chas Berger. Consequently, employees responsible for managing suppliers and others involved with the Company are, themselves, responsible for ensuring that our values and ideals are upheld. This continues to be a work in progress and we are strengthening our controls as new contracts are agreed. For example, should a serious violation by suppliers occur or be suspected this will lead to the termination of the business relationship.

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## Recruitment and Selection

The Company uses only specified, reputable employment agencies or trusted connections to source its workforce. All entities in the Company ensure appropriate controls are in place to ensure employees have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports

The Company does not employ, and will not, employ individuals that would be considered to be 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we afford all staff.

### Basic rights which we expect all employees to enjoy, include:

- The right to a reasonable wage
- The right to a safe working environment
- The right to an appropriate level of holiday and cover for period of sickness
- The freedom to complain directly via our whistleblowing policy if they believe that they are not being fairly treated or have any other concerns

### Corporate social responsibility policy/charitable support

The Company's charitable activities have supported organisations that strengthen the communities in which we live and work. The extent of these endeavours has grown with our business's expansion.

### Right of Audit

The head office and project sites are subject to periodic audits. Core audit work includes assessment of the basic working conditions of our staff and consideration of our ability to oversee controls discharged by third party suppliers.

Signed:



Date: 1st October 2021

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