

# Anti-Slavery Policy

The Associated Asphalt Contracting Ltd (AACL) Managing Director takes responsibility for the Company's Anti-Slavery Policy.

Modern slavery is a complex and multi-faceted crime and tackling it requires all of us to play a part. You may think this whole subject is irrelevant to us, but it is not. The Modern Slavery Act addresses four areas - Slavery, Servitude, Forced Labour and Human Trafficking. AACL is committed to playing its part in ensuring that no worker is caught up in the world of Modern Slavery due to its activities, or those of its stakeholders or supply chain.

The company and all employees have responsibilities to ensure our fellow workers are safeguarded, treated fairly and with dignity. Everyone must observe this policy and be aware that turning a blind eye is unacceptable. This policy statement has been implemented into our business management system and will be reviewed at regular intervals. This policy statement will be displayed on notice boards and brought to the attention of other stakeholders as required.

## The Associated Asphalt Management Team are committed to:

- Establish, maintain and continually improve an effective Anti-Slavery policy and procedures, embedding them into all aspects of the business where risk has been identified.
- Checking our supply chains
- Lead by example by making appropriate checks on all employees, recruitment agencies, suppliers, etc. to ensure we know who is working for us
- Ensure we have in place an open and transparent grievance process for all staff
- Seek to raise awareness so that our colleagues know what we are doing to promote their welfare
- Monitor the effectiveness of this policy and review at regular intervals as part of the Management Review process
- Put in place mechanisms for reporting, to ensure that all personnel know how to seek advice or speak up

## Responsibilities

### Each manager must:

- Listen and be approachable to colleagues
- Respond appropriately if they are told something that might indicate a colleague is in an exploitative situation
- Remain alert to indicators of slavery
- Raise the awareness of our colleagues, by discussing issues and providing training, so that everyone can spot the signs of trafficking and exploitation and know what to do
- Use their experience and professional judgement to gauge situations

### Each employee must:

- Keep your eyes and ears open-if you suspect someone (a colleague or someone in our supply chain) is being controlled or forced by someone else to work or provide services,
- follow our reporting procedure if a colleague tells you something you think might indicate they are or someone else is being exploited or ill-treated
- Tell us if you think there is more we can do to prevent people from being exploited

This policy will be reviewed no less than annually

Signed:



Managing Director

Date: 21<sup>st</sup> January 2025