



## **SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

This statement is made with reference to The Modern Slavery Act 2015. Although we are not required by law to have a formal statement to comply with s.54 (1) of this Act, we recognise that we have a responsibility to be alert to the risks, however small, in our business and the wider supply chain.

The Act creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. We are committed to combatting all such forms of modern slavery.

Staff are expected to report any concerns and our Directors are expected to act upon them.

### **Our organisational structure**

Marchington Stone Limited is an independent, family-owned quarrying company and specialist supplier of aggregates, roadstone, sand, soil, gravel and block stone to the construction and civil engineering industry throughout Great Britain.

### **Our supply chain**

None of our quarried products are sourced from, nor contain components that are sourced from high-risk countries. All our materials are either sourced from the UK or from suppliers with a protected supply chain in accordance with the BES 6001 standard in respect of Responsible Sourcing of Construction Products as part of our sustainable purchasing policy.

### **Policies**

We are committed to ensuring that there is no slavery or human trafficking in our supply chain nor in any part of our business. We are committed to acting ethically and with integrity in all our business relationships. We will implement and enforce effective systems and controls to ensure this.

We are committed to fair employment practices and to following all applicable labour, employment and occupational health and safety laws.

### **Procedures**

We have always been proud of the relationships we have with our suppliers, sub-contractors, agents and third parties involved with the delivery of company services.

Where possible, we build long standing relationships with local suppliers and make our expectations of good business behaviour clear from the outset.

For national suppliers, we expect these companies to have robust anti-slavery and human trafficking policies and processes. This would include ensuring that the use of convict or prison labour, indentured, forced, bonded or underage labour is prohibited by them.

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We conduct document checks on new employees to ensure they are legally entitled to work in the UK in accordance with the Immigration, Asylum and Nationality Act 2006.

Employee rights are covered in our letter of offer, individual contract of employment, Staff Handbook and Family Friendly policies and procedures. These comply with laws relating to minimum wages and legally mandated benefits.

Payment of salaries are only made to a bank account in the name of the employee.

Our employees are not subject to forced or compulsory labour; they are free to leave our employment after reasonable notice. We do not use child labour.

### **Responsibility**

It is the responsibility of all employees to comply with this policy and to prevent, detect and report any suspected slavery or human trafficking to our Managing Directors.

The Company will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

### **Training**

Training has been provided to all relevant members of staff and our Directors have approved this statement. This statement is also available to all business partners via our website.

Approved By:

**David Marchington**  
Joint Managing Director

**Matthew Marchington**  
Joint Managing Director

15<sup>th</sup> January 2022

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