



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2023

Ashton Scaffolding Services Ltd is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains including sub-contractors.

This statement is made and acknowledges responsibility to the Modern Slavery Act 2015 and constitutes the company's slavery and human trafficking statement for the current financial year.

Ashton Scaffolding has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealing and relationships and to implement and enforce effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains.

Ashton Scaffolding expects the same standards from its suppliers, sub-contractors, and contractors and in return expects that its suppliers will in turn hold their own supplier to the same standards.

We understand identifying potential victims of modern slavery can be challenging as it manifests itself in many ways as the spectrum of abuse is not always clear at what point, for example poor working practices and lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment.

Some suppliers may try to hide the fact they are using slave labour; however, Ashton Scaffolding accepts responsibility through practical and reasonable due diligence to ensure that workers are not being exploited and relevant employment, health and safety and human rights laws and standards are being adhered to.

This statement applies to all individuals working for the Company or on the Company's behalf in any capacity, including employees, directors, agency workers, contractors, and consultants.

The Company Director has overall responsibility for ensuring that this policy complies with the legal and ethical obligations. Suzy Berry has day-to-day responsibility for implementing this statement, monitoring its use and effectiveness in preventing or remediating the risk of modern slavery.

Supervisors are responsible for ensuring that those reporting to them understand and comply with this policy.

Staff are inducted to our Modern Slavery statement via their Induction, and through regular training via toolbox talks will be provided to staff as necessary, so they know how to identify exploitation and modern slavery and how to report suspected cases.

The Company's zero tolerance approach to modern slavery must be communicated to contractors, sub-contractors, suppliers when entering new or renewed contracts with them.

Any employee who breaches this statement will face disciplinary action, up to and including summary dismissal for gross misconduct.

Ashton Scaffolding may terminate its commercial relationship with supplier, contractors, and other business partners if they breach this statement and/or are found to have been involved in modern slavery.

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

We also:

- Induct staff on our Modern Slavery / Human Trafficking Statement
- Carry out Right to Work checks with all new employees. Ensuring employees have the correct documentation to work and are not being used illegally i.e. people trafficking etc. Employee Starter Pack - the 'Refer to our Right to Work Check List' Section ASH80-03.

We carry out regularly Toolbox Talks on Employee Wellbeing and Welfare and discuss these monthly at Management meetings.

Paul Farmer

A handwritten signature in black ink, appearing to read 'Paul Farmer', with a long horizontal stroke extending to the right.

Co. Director
P Farmer
Ashton Scaffolding Services Ltd
October 2023