



MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT 2023

- BSG are fully committed to compliance with the Modern Slavery Act 2015. This policy statement is made in conformance with the Act and sets out the steps BSG have taken to ensure that slavery and human trafficking is not taking place in our business or any part of our supply chain.
- We recognise that slavery and human trafficking can occur in many 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 we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- Employees are required to notify their line manager as soon as possible should they suspect that a breach of this policy has occurred.
- Our recruitment processes are transparent and reviewed regularly. New employees are vetted to ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account.
- We have implemented a number of processes to ensure, as reasonably practicable, that our supply chain adhere to our expectations in respect of their workforce.
- Where appropriate we require our supply chain to be either registered with Constructionline, or have completed our pre-qualification process. These require our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking is not taking place in any part of their business.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.
- Should any individual or organisation be found to act in breach of this policy, we will take appropriate action, up to and including the termination of our relationship.
- This policy statement will be reviewed annually by the Board.

Signed 
Chief Executive

Date 01/06/2023