

Modern Slavery, Human Trafficking and Illegal Worker Statement

Arrangements

Modern slavery is a crime and a violation of fundamental human rights. It takes various 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.

BDR Group have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity, in accordance with the Modern Slavery Act 2015 and Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006, 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 and we expect the same high standards from all our contractors, suppliers, and other business partners.

Responsibility

The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your line manager or a company Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or company Director.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern.

Illegal workers

BDR Group carry out appropriate VISA, Passport and DOB checks to ensure all employees are entitled to work in the UK in accordance with Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006. Should a non-EU resident apply to work with us, as identified by pre-employment screening questions, a copy of their work visa and passport would be required. All necessary checks would then be made to ensure the person had the right to work in the UK and they have no immigration restrictions that prevent them from doing the work in question.

Should a potential employees' right to work in the UK be on a temporary basis, additional checks will be carried out to ensure that their documents have been renewed prior to them commencing employment to prevent a situation where their working rights would expire during their period of employment.

All related verified documentation is retained for a minimum of 2 years after the individual has ceased employment with the BDR Group.

BDR Group undertake due diligence when considering taking on new contractors and suppliers, and regularly review its existing supply chain. The Company's due diligence process includes the building of long-standing relationships and making clear our expectations of business partners, evaluating the modern slavery, human trafficking and illegal workers risks of each new contractor/supplier invoking sanctions against contactors/suppliers that fail to adhere to this policy, including the termination of the business relationship.

Communication

This policy will be communicated at induction and remains available within the company drive for all inhouse personnel. This policy is communicated to our supply chain and their agreement to the principals therein are required as part of the pre-engagement and/or pre-qualification process.

In the event that there is potential for any issue arising in line with the policy or evidence that this has been allowed to happen a full policy shall be constructed with procedures on control methods.

BDR Group Ltd

Signed



Malek Rahimi - Managing Director

Date: 5th April 2023