

Modern Slavery Act Policy

Date 04/01/23

Although Grenville Engineering does not fall under the requirements of section 54 of the Modern Slavery Act 2015 (turnover less than 36 million), we all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Employees are expected to report concerns and management are expected to act upon them.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk –

- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- Supplier approval process incorporates questions to see what controls are undertaken by the suppliers, which can be reviewed if they fall under the requirements of the Modern Slavery Act.

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers, with our ‘Confidential Reporting Policy’.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all contractors to comply with our values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide training to relevant members of staff. All Directors have been briefed on the subject. We will ensure that this policy is communicated to and understood by all our employees. This policy is included in the Management Review Process to ensure its continuing suitability and relevance to the company activities and status.



Director