

Modern Slavery Policy

At Hampsey we recognise that slavery and human trafficking are significant Human Rights issues and we are committed to taking appropriate and proportionate steps to mitigating the risk of these occurring within our business and our supply chain.

As a reinforced concrete services contractor operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are our directly hired employees, agency workers working on our behalf, subcontractor operative working on our sites and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these are as follows:

1.0 Employees

1. We verify that all employees have the right to work in the UK upon commencement of their employment.
2. We make all employees aware of their working hours, leave and absence entitlements and other employment benefits.
3. We prohibit the use of forced labour Agency workers.
4. We aim to only engage Agency workers that are provided by suppliers on our Preferred Supplier list. We require all Preferred Suppliers to:
 - Ensure their agency workers have the right to work in the UK.
 - Confirm that they do not charge workers a finding fee.
 - Have procedures in place to minimise the risk of recruiting forced or compulsory labour.

2.0 Subcontractors

1. We require subcontractor to ensure their employees have the right to work in the UK.
2. We consider subcontractors' approaches to employee rights and any breaches of human rights related legislation during our selection process.
3. We ask all site operatives to provide evidence of their CSCS cards.
4. We want all subcontractors that purchase materials for use on our sites to consider the risk of modern slavery in their supply chain.

3.0 Suppliers

We procure the majority of our directly sourced materials from UK based organisations that are required to comply with UK laws on forced labour. Where materials are directly sourced from outside of the UK, we consider the risk of slavery and human trafficking as part of our selection process.

Our whistleblowing procedure allows any employee or third part to confidentially raise a concern.

This statement will be reviewed and updated as necessary on at least an annual basis. Accountability for the compliance of this statement rests with the Managing Director.



Greg Hampsey
Managing Director
Hampsey Ltd

1st December 2021