



**Management Systems**  
**Manual**  
**Anti-Slavery procedure**  
Level 1 Manual

Reference	<b>MSP43.1</b>
Revision	02
Date	21/02/2019
Page:	1 of 2

**Stanmore Holdings Ltd** is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking. As part of this commitment, we have adopted procedures and this policy to which we hold ourselves and our supply chain accountable.

The **Stanmore Holdings Ltd** Supplier Code of Conduct prohibits the use of forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons.

**Stanmore Holdings Ltd** considers each supplier's conduct vis-à-vis the **Stanmore Holdings Ltd** Supplier Code of Conduct when awarding and/or renewing business with the supplier.

**Stanmore Holdings Ltd** has taken a variety of actions to verify the absence of forced labour, slavery, and human trafficking in our supply chain.

### **Outline of the organisation's business model, structure and supply chain relationships**

**Stanmore Holdings Ltd** are Specialist façade, fitting out and dry lining providers. Installers of structural and architectural steelwork including stainless steel.

It is our approach to comply with all laws and regulations relevant to our business  
**Stanmore Holdings Ltd** obtains its supplies from recognised organisations that are committed to social and environmental responsibility and have zero tolerance for slavery and human trafficking

### **Suppliers and sub-contractors**

As part of the regular review of suppliers, suppliers are required to confirm that they conform to this procedure and policy.

This includes any recruitment agencies or organisations providing labour only.

Failure to make that commitment will result in the supplier being removed from the approved suppliers list and they may be reported to the National Crime agency.

### **Staff and self-employed subcontractors (workers)**

If you are employing others make sure you are aware of the national minimum wage rates & make sure you adhere & pay operatives fairly at all times. Payments should be made no later than fortnightly. If you are employing others please make sure you adhere to Health and Safety & welfare regulations at all times any failure to the above will result in you being removed from our supplier list & may also result in being reported to the National Crime agency.

**Stanmore Holdings Ltd** recruitment procedure requires all persons working for the organisation to be authorised to work in the UK.

**Stanmore Holdings Ltd** will not employ any person from, non-authorised labour agencies or third parties. Nor will labour be engaged directly from street side locations.



**Management Systems**  
**Manual**  
**Anti-Slavery procedure**  
Level 1 Manual

Reference	MSP43.1
Revision	02
Date	21/02/2019
Page:	1 of 2

This policy will be published on the company website and reviewed annually unless circumstances require a review to be undertaken.

Signed:

Date: 14/1/20

R Manak Managing Director