

Introduction

Hampshire Demolition and Recycling Limited (HDR) has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

Due diligence processes

HDR will:

- Operate strict procurement processes, ensuring suppliers comply with all applicable laws and standards, including those which relate to the Modern Slavery Act;
- Expect our suppliers to have suitable anti-slavery and human trafficking policies and processes in place within their own businesses and to cascade those policies to their own suppliers;
- Have completed an analysis of assurance information from existing suppliers and partners and followed up where relevant;
- HDR follow the advice and guidance in relation to the Modern Slavery Act set out in the Chartered Institute of Purchasing and Supply (CIPS) code of professional conduct;
- Have added a specific item relating to the Modern Slavery Act to the agenda of the contract management meetings with suppliers enabling us to be kept informed of any changes;
- Include appropriate terms in our contractual documentation, obliging suppliers and contractors to comply with the Modern Slavery Act and reserving the right for HDR to audit suppliers and contractors, where we consider it appropriate;
- Encourage staff to identify and report any potential breaches of HDR's anti-slavery policy statement;
- Whistle blowers are protected through our confidential reporting process.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.

Review of procedures and training

The organisation will regularly communicate its anti-slavery measures to employees and associated persons.

The HR Manager will monitor and review the implementation of this policy and related procedures on a regular basis.

The organisation reserves the right to amend and update this policy as required. For the avoidance of doubt, this policy does not form part of employees' contracts of employment.



Mark Bailey
Managing Director Hampshire Demolition and Recycling
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