
carpenters group

Modern Slavery Statement

Introduction

This statement sets out the actions of Carpenters Limited, Carpenters Insurance Services Limited and Carpenters Scotland Limited (“Carpenters”) to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and supply chains. This statement is reviewed on an annual basis unless otherwise required under legislative changes.

As a business operating in the UK, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. Due to the nature of our business activities we believe that there is a very low risk in this area, however, we are aware of our obligations and have given due consideration to them. The organisation is absolutely committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Carpenters in relation to its recruitment, working practices and those suppliers who support the function of our business.

Our business solely operates in the UK, however, we consider employees who may originate from other countries around the world but only on the basis of their having genuine documentation to allow them to join our workforce and with their own free will.

We recognise that there are countries that may be of higher risk in this area.

As an employer, we do not undertake any business activities that may be considered to be of a high risk nature to potential suppliers who may be in breach of this legislation.

We have the following policies in the following areas to support our actions:

- Whistleblowing;
 - Any member of the firm can report their concerns in this or any other ethical or compliance issue with a guarantee of anonymity and that any such concerns will be taken seriously;
- Compliance:
 - This sets out how we comply with our Professional Code of Conduct and appropriate obligations under Government legislation;
- Employee Handbook:
 - The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation;
- Procurement:
 - The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. The firm undertakes due diligence prior to and during any supplier contracts being in operation;
- Recruitment & Selection.
 - The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Any queries in relation to this legislation should be directed to the Risk & Compliance department riskandcompliance@carpentersgroup.co.uk

Version	Name	Reason for change	Approved by	Date
1.0	MRO	Creation	MRO	2015
2.0	MRO	Review	MRO	2016
3.0	ROG	Review	MRO	2017
4.0	ROG	Updated annual review	MRO	2018
5.0	ROG	Annual Review	MRO	2019
6.0	ROG	Annual Review	AH	2020
7.0	ROG	Annual Review	MRO	2021
8.0	ROG	Owner Update	MRO	2022
9.0	MRO	Updated for 2023	MRO	2023