

# Anti-slavery and human trafficking policy.



## Introduction.

Slavery and human trafficking remains a hidden blight on our global society. We fully support international efforts to promote ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking. We also expect commitment to these principles from all organisations with which we do business and will not support or do business knowingly involved in slavery or human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

The board of directors of Claremont Group Interiors Ltd have examined the risk of modern slavery within its business operations and considers the risks to be low. This assessment is based upon the nature of the business, which is a service operating solely in the United Kingdom and Ireland. Our staff are expected to report concerns and management are expected to act upon them.

## Policy statement.

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.

Claremont takes a zero-tolerance approach to modern slavery and human trafficking in our organisation and our supply chain. It is the responsibility of all staff and anyone working for us to protect, detect and report any activity, which suggests modern slavery or human trafficking is taking place.

We have a whistleblowing policy in place and we are committed to the protection of anyone who reports modern slavery in accordance with our policy.

We are committed to identifying any risks which could lead to modern slavery in our organisation and our supply chain and putting measures in place to minimise this risk.

Our directors and senior management team have overall responsibility for ensuring this policy complies with our legal and ethical obligations and are committed to improving their knowledge and understanding of modern slavery and how it could impact our industry.

We are committed to having a clear statement, which will be reviewed annually and communicated to all staff via email and will be available for all staff to access on our network.

This policy applies to all staff, consultants and sub-contractors working directly or indirectly for us.

# Anti-slavery and human trafficking policy.



## **Our people.**

As a commercial design studio and fit-out contractor, our largest resource is the employees and any occasional, agency workers. Claremont rigorously checks that all of its employees have the right to work in this country and pays at or above the national minimum wage. The same rigour is applied to ensuring that any agency workers are similarly checked by their respective employer and that no bonded labour is supplied.

## **Reporting modern slavery.**

Employees, consultants and sub-contractors must report their concerns around modern slavery and human trafficking in accordance with our whistleblowing policy as soon as possible.

We encourage openness amongst our staff and supply chain and will protect anyone who raises genuine concerns regarding modern slavery and human trafficking, even if they turn out to be incorrect.

Once a concern has been reported, Claremont will look into it to assess initially what action should be taken. The disclosure will be treated seriously and promptly investigated and as part of the process, the worker will be interviewed and asked to provide a written statement. Once Claremont has finalised the investigation, any necessary action will be taken.

## **Breaches of this policy.**

Any employee who breaches this policy will be subject to disciplinary action and could face dismissal.

We may terminate our relationship with our consultants or sub-contractors if they are found to be in breach of this policy.