

Anti-Slavery & Human Trafficking Policy

Overview

This policy statement ensures that Magnus Civil Engineering complies with section 54 of the Modern Slavery Act 2015 and sets out responsibilities for Group our employees, suppliers, and subcontractors. We are committed to ensuring that all Magnus Civil Engineering business operations are free from involvement with slavery or human trafficking. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

This policy applies to all persons working for us, or on our behalf, in any capacity, including employees at all levels, directors, office staff, consultants, agents, contractors, etc.

Commitment

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains, as identified in our Corporate Responsibility Statement
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf.
- Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with all our clients to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our processes and keep them under review.
- We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

Signs of modern slavery

Someone in slavery might:

- Appear to be under the control of someone else and reluctant to interact with others.
- Not have personal identification on them.
- Have few personal belongings, wear the same clothes every day or wear unsuitable clothes for work.
- Not be able to move around freely.
- Be reluctant to talk to strangers or the authorities.
- Appear frightened, withdrawn, or show signs of physical or psychological abuse

- Dropped off and collected for work always in the same way, especially at unusual times, i.e., very early or very late at night.

Actions to take on spotting the signs of modern slavery.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. If you suspect that someone is in slavery, DO NOT confront them or cause a scene as this will likely lead to increased harm for them. Instead, inform relevant authorities or organisations working in the field.

Organization	Contact Details	QR Code
Modern Slavery Helpline	Phone: 08000 121 700 (24/7) Online reporting form	
Gangmasters & Labour Abuse Authority (GLAA)	Phone: 0800 432 0804 Email: intelligence@glaa.gsi.gov.uk Web: Report issues / guidance	
Crimestoppers (anonymous)	Phone: 0800 555 111 (24/7) Online: Anonymous form	
Police	Emergency: 999 Non-emergency: 101 Online reporting (England & Wales)	
Anti-Slavery International	Phone (switchboard): +44 20 7501 8920 Email: info@antislavery.org Contact details and info	



Dan Hicks
Managing Director