



## SLAVERY AND HUMAN TRAFFICKING STATEMENT

### INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

**ORGANISATION'S STRUCTURE & SCOPE OF WORKS** We are a supplier of construction personnel and operate throughout the UK. Due to the nature of our business our core activities are office based. Our head office is in the UK.

**OUR SUPPLY CHAIN** Our supply chain includes the sourcing of general office supplies such as stationery and contractors who maintain our office equipment, fire alarm systems, computers and electrical equipment etc

**OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING** We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain 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 chain.

**DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING** As part of our initiative to identify and mitigate risk

All workers are paid at the minimum wage or above

All workers are paid through reputable payroll companies

All workers are paid into their own bank account – no cash payments are involved

Copies of all workers timesheets and payroll information are kept in our offices and are available for inspection

CLS operates a PAYE system and reports monthly, quarterly and annually to the Inland Revenue as required by law

We build long standing relationships with local suppliers and make clear our expectations of business behaviour

We expect all suppliers to have suitable anti-slavery and human trafficking policies and processes.

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

**SUPPLIER ADHERENCE TO OUR VALUES** We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values

**TRAINING** To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement.

**John Mawson**  
Managing Director

**Date: 1 June 2020**