

CONCEPT INTERIORS MANAGEMENT LTD

Anti-Slavery and Human Trafficking Policy

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 (“modern slavery”), all of which include the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

POLICY STATEMENT

Concept Interiors Management has a zero tolerance approach to modern slavery within its business.

This Policy applies to all persons:

Working for Concept Interiors, or on our behalf, in any capacity.

Concept are committed to:-

- a) Acting ethically and with integrity in all Concept's business dealing and relationships.
- b) Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business.
- c) Ensuring there is transparency in our approach to tackling modern slavery in our business consistent with our disclosure obligations under the Modern Slavery Act 2015.

Concept expect the same high standards from all of our employees whether temporary, fixed term or permanent.

IDENTIFYING MODERN SLAVERY

There is no typical victim of modern slavery, and some victims do not understand they have been exploited and are entitled to help and support. However, the following key sign could indicate that someone may be a victim of modern slavery or human trafficking:-

- a) The person is not in possession of their own passport, identification or travel documents.
- b) The person is acting as though they are being instructed or coached by someone else.

- c) The person allows others to speak for them when spoken to directly.
- d) The person is dropped off and collected from work.
- e) The person is withdrawn or appears frightened.
- f) The person does not seem to be able to contact friends or family freely.
- g) The person has limited social interaction or contact with people outside of their immediate environment.

The above list is not exhaustive. A person may display a number of the indicators set out above, but they may not necessarily be a victim of slavery or trafficking.

RESPONSIBILITY FOR THIS POLICY AND COMPLIANCE

The Concept's Company Director has overall responsibility for ensuring this Policy complies with the Company's legal and ethical obligations.

All of Concept's staff must comply with this Policy.

REPORTING MODERN SLAVERY

Any incidence or suspicion of modern slavery must be reported at the earliest possible stage to the Company Director.


BREACHES OF THIS POLICY

Any member of Concept's staff who breaches this Policy may face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

POLICY REVIEW

This Policy does not form part of any contract of employment and may be amended at anytime.

Signed:



Name: Mark Saunders

Title: Managing Director

Dated: 9th December 2022