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ANTI-SLAVERY & CHILD LABOUR POLICY

Anti-slavery

Modern slavery encompasses slavery, forced and compulsory labour, bonded or involuntary prison labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015.

Wilmot-Budgen are committed to a zero-tolerance approach to modern slavery and to acting with integrity in all its dealings, relationships, and supply chains. It expects the same high standards from all its staff, suppliers, contractors, and those with whom it does business.

This policy applies to all employees, workers, consultants, and other persons doing business with Wilmot-Budgen including contractors and suppliers.

Wilmot-Budgen acknowledge the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although Wilmot-Budgen consider the risk of modern slavery to be low due to the nature of its supply chains, it takes its responsibilities to combat modern slavery seriously as demonstrated by its promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for Wilmot-Budgen or under its control.
- Appropriate due diligence processes must be carried out in relation to modern slavery.
- All supply chain lines need to be continually risk assessed and managed in relation to modern slavery and any high-risk supplies audited.
- Wilmot-Budgen encourage anyone to raise any concerns about modern slavery and will support anyone who acts in good faith.
- Wilmot-Budgen are committed to upholding human rights.
- Wilmot-Budgen will continue to develop its commitment to combat modern slavery and will provide staff training where appropriate.

Child labour

Wilmot-Budgen operate a 'No Child Labour Policy' based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It has been formulated in consideration with the acts.

Wilmot-Budgen do not employ any person below the age of eighteen years at the workplace. Wilmot-Budgen prohibits the use of child labour and forced or compulsory labour. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes and policy manuals.

Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained and are open to verification by any authorised personnel or relevant statutory body. The policy is implemented and overseen by the Managing Directors who are responsible for recruitment and internal staff welfare.

Periodic assessment is conducted.

Action if breached

Any breaches of these policy will result in Wilmot-Budgen taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.

Richard Budgen
Director
30th July 2019

Michael Budgen
Director
30th July 2019

Directors

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M.Budgen
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