

# Modern Slavery Act 2015

We believe that, as architects, designers and engineers, we are in a unique position to play a crucial role in the promotion and compliance with the Modern Slavery Act 2015. This policy represents our on-going commitment to fully utilise this opportunity. We pledge:

## 1.1 Child labour

- Child labour is not used
- Proof of age documentation for all Workers is in place

Child labour is defined as work performed by children, which interferes with a child's right to healthy growth and development and denies him or her right to quality education.

A child is defined:-

as any person less than fifteen years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age applies. If the local minimum working age is set at fourteen years of age in accordance with exceptions for developing countries, the lower age will apply.

## 1.2 Forced and bonded labour

There is no forced, prison, bonded or involuntary labour.

Workers;

- have the legal right to perform work at the premises;
- have the freedom to terminate employment at any time according to the agreed notice period, without penalty or salary deductions;
- have the freedom to leave the premises when their work shifts end;
- Personal documents or other belongings are not withheld;
- have not been charged, directly or indirectly, any fees or commission related to the recruitment and/or employment process. If the recruitment agent has requested any such fee, the Worker has been reimbursed by the Company;
- have not been requested to provide deposits and have not payments delayed, been offered wage advances or loans with the consequence of indebting the Worker and binding him or her to employment;

## 1.3 Business ethics

There is no case of corruption or the use of bribery related to the business.

Hadfield Cawkwell Davidson Limited related official documents required by law are not manipulated.

## 1.4 Severe health or safety hazards

Workers are prevented from exposure to severe health or safety hazards, which are to be understood as health or safety hazards that are likely to pose an immediate risk of causing death or permanent injury or illness.

## 1.5 Working hours

A transparent and reliable system for records of working hours and wages for all Workers is maintained by Hadfield Cawkwell Davidson Limited.

## 1.6 Wages

The Worker is paid a wage equal to or exceeding the legal minimum wage.

### 1.7 Workers' accident insurance

Hadfield Cawkwell Davidson Limited holds Employer's Liability Insurance, covering medical treatment for work related accidents and compensation for work related accidents resulting in permanent disability.

Signed: Jonathon Partridge

J S Partridge (Director)

Date: 22 December 2021