

Agetur (UK) Ltd

Modern Slavery Statement and Policy

1. Introductory statement

- 1.1. We recognise that it is our responsibility to be alert to the risks of modern slavery and human trafficking in its business and supply chains and to take steps to prevent this. We are absolutely committed to preventing slavery and human trafficking in our corporate activities. Employees are expected to report concerns and management are expected to act upon them.
- 1.2. We will not tolerate any activities such as forced, bonded or compulsory labour, human trafficking, slavery or servitude within our operations or supply chains. We are committed to ensuring that everyone who works for us benefits from a working environment in which their fundamental rights and freedoms are expressed.
- 1.3. This statement sets out the actions we will take to understand all potential modern slavery risks and the steps we will take to ensure there is no modern slavery or human trafficking in our business or our supply chains.
- 1.4. This statement relates to the financial year from 1st March 2023 to 1st March 2024 .

2. Company structure and supply chain.

- 2.1. Agetur (UK) Ltd operates with in the construction industry.
- 2.2. We recognise that the construction industry presents a risk of modern slavery and that this could affect our business and supply chain.
- 2.3. Low skilled immigrant workers are vulnerable, and the Company takes steps to reduce the modern slavery connection with its business or supply chains.

3. Country of operation and suppliers

- 3.1. We operate only within the UK and the following principle apply to our business and suppliers:
 - 3.1.1. Child labour must not be used.
 - 3.1.2. Any form of forced or compulsory labour must not be used.
 - 3.1.3. Workers must be free to leave employment or work after reasonable notice.
 - 3.1.4. Passports and visa or other personal documents will not be taken from workers.
 - 3.1.5. Workers should not be subject to contracts that require unrealistic repayment of loans, accommodation or other expenses that they have little chance to repay.
 - 3.1.6. All remuneration must comply with relevant laws relating to minimum wages, working hours etc.
 - 3.1.7. Workers should have safe and healthy working conditions that comply with or exceed the standards set by the industry and local health and safety legislation.

4. Relevant policies

- 4.1. Agetur (UK) Ltd is committed to implementing and enforcing systems and controls to ensure that modern slavery and human trafficking does not take place in our business or in its supply chain.
- 4.2. To achieve this, we operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

5. Whistleblowing policy:

6. We encourage all of our workers, customers and other business partners to report any concerns related to the direct activities, or our supply chain. Workers are encouraged to make disclosures, in confidence, without fear of retaliation.

7. Suppliers, consultant and subcontractors:

- 7.1. We are committed to ensuring that its suppliers, consultants and subcontractors follow the highest standards of ethics.

7.2. Suppliers, consultants and subcontractors are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

7.3. They are contractually required to maintain similar effective systems and controls to ensure that modern slavery is not connected to their services to Agetur (UK) Ltd. Serious violations will lead to the termination of the business relationship.

8. Recruitment/Agency workers:

8.1. We use only specified, reputable employment agencies to source labour and verify the practices of any new agency it is using before accepting workers from that agency.

9. Equal Opportunities and Dignity at Work:

9.1. Our policy sets out the standard of equality, dignity and diversity expected of all employees. No employee should behave in a way which demeans or discriminates against fellow employees.

10. Monitoring and responsibility

10.1. The Company is developing the right long-term monitoring measures for suppliers and employees.

10.2. The Company will review and publish an anti-slavery statement annually, setting out our approach to human trafficking and slavery.

10.3. The Chairman and HR Advisor will be responsible for the review and administration of this policy.

11. Reporting concerns

11.1. Suspicions of modern slavery can be reported to the Chairman or HR Advisor or Health & Safety Manager. Guidance on suspected slavery can be found at the Home Office website: www.modernslavery.co.uk. The Modern Slavery Helpline number is 08000 121 700.

12. Communication

12.1. This policy will be communicated to all employees via internal communications systems with updates issued as and when required. It will also be available on the Company website.

12.2. We will require our suppliers, consultant and subcontractors to adhere to this policy as a minimum.

13. Board approval

13.1. This statement has been approved by the Company's board of directors, who will review and update it annually.

Chairman's signature:



Mr R Rexton

Date: 1st March 2023