

Modern Slavery and Human Trafficking Policy

Modern Slavery and Human Trafficking Statement

County Contractors are Principal Contractors delivering specialist fit-out renovations, refurbishment, and re-modelling for the Hotel and Retail sectors. We also provide a bespoke service for both planned and reactive maintenance, and electrical contracts. The main principles of the Modern Slavery Act align with our own Company values and as such our company is fully committed to implementing the principles of the Act within our own business practices.

Structure and Supply Chains

Our supply chains can be multinational and involve many businesses and people. Some are engaged directly and some on a subcontract basis. We are confident that our general business practices ensure the business is compliant and as such we have not identified any instances of non-compliance. However, we recognise the nature of these risks are ever changing and so we can never become complacent in thinking that the work is done. We commit to undertaking all reasonable and practical steps to ensure that slavery and human trafficking is kept out of our business and our supply chain.

Policies on Modern Slavery

We have an Ethical Trading Policy which sets out our Code of Conduct on legislation, child labour, conditions of employment, wages and benefits, health and safety and the environment. The policy has recently been updated to ensure it incorporates elements relating to anti-slavery and human trafficking. All company policies are reviewed at least annually and updated as required.

Risk Assessment

We carry out an annual risk assessment to identify the areas in the business that required the most attention. These form the basis for the due diligence process described below.

Due Diligence Processes

We undertake inspections and audits to ensure our standards are being implemented and that local legislation and regulations are complied with. We undertake audits of all companies providing agency workers to the business to ensure they meet our high standards; we only work with companies that passed the audit. We have continued to monitor existing employment agencies and conduct audits of any new agencies. No cases of non-compliance have been identified.

Training

The company will arrange training, where required, for all relevant staff and endeavour to raise awareness by distributing literature to be displayed around the company offices and on our sites.

Measuring Effectiveness

We will undertake an ongoing review process to ensure our staff can identify and report any instances of suspected non-compliance. We will assess any instances of non-compliance on a case-by-case basis and tailor remedial action appropriately. We will only trade with those who fully comply with this statement and our policies or those who are taking verifiable steps towards compliance.

This statement has been approved by our Board of Directors and the policy will be regularly monitored to ensure that the aims are achieved.



Ray Heathman
Chairman

Date of issue: 30th January 2023

Date for review: January 2024