



MAC Roofing Modern Slavery Policy

We recognise that companies can directly and indirectly contribute to the occurrence of modern slavery. We also recognise that this is a violation of fundamental human rights and may take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal commercial gain.

The Modern Slavery Act 2015 contains a number of measures intended to encourage businesses to take steps to address the issue and in particular organisations with a turnover above £36 million must comply with disclosure requirements.

Policy

As a company we take a zero-tolerance approach to modern slavery and we are committed to eradicating these activities and have put in place arrangements aimed at preventing the above in our own business operations and that of our supply chain partners.

The company operations are carried out wholly within the UK and we comply with all current employment legislation. This policy applies to all persons who act on behalf of the company in any capacity and our supply chain.

We will review the policy annually and update where necessary.

Supply Chain

The company will not work with any supplier that does not act ethically or work within the law or has been known to be involved in slavery or trafficking.

Violations of the law in relation to the above will result in termination of any contracts. We will take measures to seek assurance from our suppliers/supply chain that they have carried out suitable checks on their own supply chain and that they operate within the laws of the Modern Slavery Act.

Responsibility

It is accepted that the overall responsibility for the implementation, monitoring and development of the policy lies with the Board of Directors.

Staff Awareness - Managers have a responsibility to ensure that employees who report directly to them understand and comply with this policy. Ensure information is provided and notices are posted to help employees understand what modern slavery means and the warning signs to look for and where to find additional information.



All employees must read, understand and comply in all aspects with this policy.

Compliance and Communication

All employees must comply with this policy, a copy is posted on the company notice boards and website.

If any employee suspects or believes that any part of the business operations (staff, suppliers/contractors or customers), are taking part in criminal activities that deprive or exploit individuals for personal or financial gain, this must be reported immediately to a senior member of staff. MAC Roofing will do everything to protect the confidentiality if this has been requested by an employee.

Breaches in policy will result in disciplinary action for employees and termination of business relationships with suppliers and/or customers.

Signed:
(T. Cavanagh – Managing Director)

Date: 11th March 2022

