

MODERN SLAVERY POLICY STATEMENT

Control Centre Solutions Ltd is committed to providing a quality service in a manner that ensures a safe and healthy workplace for our workers and clients, and anyone else who may be affected by the conduct of our business. We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

At Control Centre Solutions we conduct our business fairly, ethically and with respect to fundamental human rights. We are fully committed to the prevention of all forms of slavery, forced labour or servitude, child labour and human-trafficking, both in our business and in our supply chains. Slavery, child labour and human trafficking are serious crimes and a violation of fundamental human rights. There are various forms of this 'Modern Slavery' which deprives victims of their liberty and usually involves financial exploitation. Control Centre Solutions Ltd does not tolerate this.

As are a small company and only employ a few workers we are able to monitor this internally through our Operations Manager/ Director when employing new workers. When employing new workers, we carry out checks of the individual's identity and ask for copies of Birth certificates, passport/ national identity documents, or other reasonably acceptable documents to verify the age of a prospective worker.

We only use suppliers who support this policy and we have implemented a Supplier Code of Conduct which includes our suppliers being committed to ensuring that there is no modern slavery or human trafficking in their supply chain. If our suppliers do not commit to this policy, we shall no longer use them and will source our responsible suppliers in line with our policy.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, agents, contractors, external consultants, third-party representatives and business partners.

Failure to comply with this policy may result in disciplinary action, including dismissal, or termination of the contract between you and the Company. It could also involve other legal steps being taken against you.

This policy is reviewed on a periodic basis or on significant change in the company's operations.

Copies of this statement of policy will be made available to all employees and to all other interested parties.

Preventing slavery and human-trafficking in our business

The Company makes appropriate checks on all employees and suppliers, to know who is working for, or on behalf of us.

The Company provides every employee with a written contract of employment. We pay every employee in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

Suppliers

If you supply the Company with goods or services, you must assess your business and supply chains and confirm that you comply with your legal obligations, in relation to Modern Slavery, and are committed to ensuring there is no slavery, forced labour or servitude, child labour or human trafficking taking place in your business, or any of your supply chains. You must also provide a copy of your anti-slavery policy.

If you breach this policy, or are found to have slavery or human-trafficking in your business, or knowingly in your supply chain, the Company may terminate the contract with you and pursue its legal remedies against you.

Employees or Workers providing services for us

You must immediately report any suspicions of Modern Slavery or human-trafficking in our business or supply chains to Scott Hughes. Scott will investigate and report on actions which may require to be taken.

You will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately inform Scott Hughes and if you are an employee, refer to our Grievance and Whistleblowing Policies.

Signed:



Mr Scott Hughes, Director

Date: 17th April 2023