



Modern Slavery and Human Trafficking Policy

1. Introduction

Northshire Kitchens Ltd is committed to preventing modern slavery and human trafficking in all its operations and supply chains. We recognise our responsibility to act ethically and with integrity in all business dealings and take appropriate steps to ensure that slavery and human trafficking do not occur within our organisation or supply chain.

This policy is in line with the Modern Slavery Act 2015 and applies to all individuals working for or on behalf of our company, including employees, contractors, suppliers, and business partners.

2. Our Commitment

We are dedicated to:

- Ensuring transparency in our business and supply chains.
- Implementing robust policies and procedures to prevent modern slavery.
- Conducting due diligence on suppliers and contractors to assess and address modern slavery risks.
- Encouraging whistleblowing and reporting concerns without fear of reprisal.

3. Definitions

For the purpose of this policy:

- Modern slavery includes slavery, servitude, forced or compulsory labour, and human trafficking.
- Human trafficking involves the recruitment, transportation, or harbouring of individuals through coercion, deception, or force for exploitation.
- Forced labour is work performed involuntarily and under threat of penalty.

4. Supply Chain and Due Diligence

To mitigate the risk of modern slavery, we:

- Conduct risk assessments of suppliers and partners, particularly in high-risk industries or regions.
- Require suppliers to confirm compliance with the Modern Slavery Act 2015.
- Include contractual clauses in agreements with suppliers and contractors prohibiting modern slavery.

5. Employee Responsibilities

All employees are expected to:

- Familiarise themselves with this policy and adhere to it.
- Report any suspected modern slavery or human trafficking within the business or supply chain.
- Engage in training where applicable to recognise and prevent modern slavery.

6. Reporting Concerns

We encourage all staff, suppliers, and business partners to report concerns regarding modern slavery. Reports can be made anonymously, and we ensure that no one suffers retaliation for speaking up. Concerns can be raised via:

- Email: northshiredevelopments@gmail.com
- Telephone: 07715232351
- Directly to the Compliance Officer or HR department.

7. Monitoring and Review

- This policy will be reviewed annually and updated as necessary to ensure compliance with legislation.
- Audits and checks will be conducted to assess the effectiveness of our approach.
- Any breaches of this policy may result in disciplinary action, including termination of employment or contracts.

8. Approval and Endorsement

This policy has been approved by the owners and is endorsed at the highest level within Northshire Kitchens Ltd.