

Anti-slavery and Human Trafficking Policy

Policy Statement

Slavery is illegal and a violation of human rights. There are many forms of Modern slavery including; forced labour, child labour, being physically constrained, being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve a person losing their freedom by being exploited by another for personal or commercial gain.

GT Coulson Fabrication Ltd has a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships.

We are committed to ensuring our business is transparent, as such we will comply with the disclosure obligations under the Modern Slavery Act 2015.

GT Coulson Fabrication Ltd expects our contractors, suppliers and other business partners to uphold high standards in all business practises. GT Coulson Fabrication expects their suppliers to hold these high standards.

GT Coulson Fabrication Ltd will be in contact with relevant suppliers to ensure that they comply with the Modern Slavery Act 2015

This policy applies to all persons working for, or on behalf of GT Coulson Fabrication Ltd in any capacity. This includes but does not limit the policy applicability to; employees, agency workers, temporary staff, agents, contractors, external consultants and third-party representatives.

This policy does not form any part of any employee's contract of employment and we reserve the right to amend it at any time.

Responsibility for the Policy

The Managing Director of GT Coulson Fabrication Ltd has overall responsibility for implementing this policy and ensuring this policy complies with its legal and ethical obligations and that all those under the companies control comply with it.

Management at all levels of GT Coulson Fabrication Ltd are responsible for ensuring those reporting to them understand and comply with this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addresses to the managing Director.

GT Coulson Fabrication Ltd employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Managing Director.

Compliance with the Policy

You must ensure that you read, understand and comply with this policy.

All GT Coulson Fabrication Employees are responsible for the prevention, detection and reporting of modern Slavery in any part of our business or supply chain. Employees are required to avoid any activity that might lead to a breach of this policy and the Modern Slavery Act 2015.

You must notify your manager as soon as possible if you believe or suspect that, a conflict with, or breach of, this policy has occurred, or may occur, in the future. You can also report any suspected breach by following our Whistleblowing Policy.

Employees are encouraged to raise concerns about suspicions of Modern Slavery in any parts of our business or supply chains at the earliest possible stage.

If you are unsure whether a particular act, the treatment of workers more generally or their working conditions within any tier of our supply chains constitutes any, or all of, the various forms of Modern Slavery outlined, then notify your manager as soon as possible or follow our Whistleblowing Policy.

Communication and Awareness of this Policy

This policy is available on the GT Coulson Fabrication Ltd website.

GT Coulson will be implementing training to help identify signs of Modern Slavery and report suspicions of Modern Slavery.

Our zero tolerance approach to modern Slavery will be communicated to all suppliers, contractors and business partners.

Breaches of This Policy

Any employee who breached this policy will face disciplinary action. This could result in action up to dismissal in accordance with the GT Coulson Fabrications Ltd Disciplinary Procedure. We may terminate our relationship with other employees, suppliers and any other associates working with GT Coulson Fabrication Ltd if they breach this policy.

Signed:



Date: 1st September 2017

Mr Andrew Coulson
Managing Director