

# Modern Slavery & Human Trafficking Policy



## 1. Introduction

CM Building and Landscaping LTD is committed to conducting its business in a manner that respects the human rights and dignity of all individuals. This Modern Slavery & Human Trafficking Policy reflects our commitment to ensuring that slavery and human trafficking do not occur within our business or supply chain.

## 2. Scope

This policy applies to all persons working for or on behalf of CM Building and Landscaping LTD, in any capacity, including employees, directors, officers, contractors, consultants, and any other third-party representatives.

## 3. Policy Statement

CM Building and Landscaping LTD has a zero-tolerance approach to modern slavery and human trafficking. We are committed to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere in our business or in any of our supply chains.

## 4. Commitments

a. **Compliance with Laws and Regulations:** CM Building and Landscaping LTD will comply with the Modern Slavery Act and any other relevant legislation in the jurisdictions where we operate.

b. **Risk Assessments:** We will conduct risk assessments to determine which parts of our business and supply chains are most at risk of modern slavery and human trafficking.

c. **Due Diligence:** We will undertake due diligence when entering into contracts with suppliers and business partners and as part of our ongoing relationships with them.

d. **Training and Awareness:** We will provide training to relevant members of staff, so they understand the risks of modern slavery and human trafficking and can help in identifying and preventing it.

e. **Reporting:** We will establish and maintain a clear process for staff and other stakeholders to report concerns or suspicions about modern slavery or human trafficking.

f. **Continuous Improvement:** We will continuously evaluate the effectiveness of our policies and procedures and seek ways to improve them as necessary.

# Modern Slavery & Human Trafficking Policy



## 5. Responsibilities

- a. **Management:** Senior management must ensure that all staff understand and comply with this policy and are given adequate and regular training.
- b. **Employees and Contractors:** All employees and contractors are required to read, understand and comply with this policy and to avoid any activity that could lead to a breach of it.
- c. **Suppliers and Business Partners:** We expect the same high standards from all of our contractors, suppliers and other business partners and we expect them to have suitable anti-slavery and human trafficking policies and processes in place.

## 6. Reporting of Modern Slavery or Human Trafficking

Anyone who believes or suspects a breach of this policy has occurred or may occur must notify their line manager or report it in accordance with our Whistleblowing Policy.

## 7. Breaches of This Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

## 8. Monitoring and Review

This policy will be reviewed regularly to ensure its effectiveness and may be amended from time to time.

## 9. Approval

This policy has been approved by the senior management of CM Building and Landscaping LTD.

**Craig Merriman**  
Director,  
CM Building and Landscaping LTD  
01/01/2024

A handwritten signature in black ink, appearing to read "C. Merriman", is placed below the printed name and title.