

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

MARTEK CONTRACTS LTD
JANUARY 2019



Martek Contracts Limited recognises that slavery and human trafficking is a specific although often hidden threat to our society.

This statement is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking policy.

Company activities are varied through multiple disciplined areas and sectors and likewise we have a multi-disciplined supply chain to support us through the different aspects and provisions of our business. Therefore, we are committed to ensuring that there is no modern day slavery or human trafficking within our supply chain or in any part of our business

The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain.

Staff are expected and encouraged to report concerns to management, who will be expected to act upon them.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to): -

- *More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).*
- *Continuous audit & review of our practices and checking all employees are paid at least the minimum wage and have the right to work;*
- *We encourage the reporting of concerns and the protection of whistle blowers.*
- *The company will not knowingly support or deal with any business involved in slavery or human trafficking and will alert the authorities as required.*
- *We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.*

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

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We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain:

- *Completion of Audits by Directors, Managers, Safety Managers and Safety Advisors;*
- *Use of labour monitoring and payroll systems; and*
- *Communication and personal contact with the next link in the supply chain and their understanding of our expectations.*

For transparency the company will publish the Modern Day Slavery & Trafficking Act 2015 Policy Statement on its website for the public, consumers and employees to view. Additionally, a copy will be displayed on all site 'communication boards'.

This policy applies to all employees of Martek Contracts Limited and will be reviewed annually by the Managing Director.

A handwritten signature in blue ink, appearing to read "D Galloway".

Derek Galloway
Managing Director

8th January, 2019

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