

# Modern Slavery 2018 Policy



Bellrock Workplace Management Limited and its subsidiaries (“the Bellrock Group” or “the Group”) have a zero tolerance approach to any form of modern slavery, servitude, human trafficking and forced labour.

We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## Our policies

A number of our ISO 9001 assured policies and processes ensure that we are conducting business in an ethical and transparent manner. These include:

**Recruitment.** The Bellrock Group operates a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

**Whistleblowing.** The Bellrock Group whistleblowing policy and freely available employee assistance programme assures all employees that they can raise concerns about colleagues’ treatment, or practices within our business or supply chain, without fear of reprisal.

**Health and Safety.** These policies and standards explain the manner in which we behave as an organisation and how we expect our suppliers to act as evidenced through our policies.

## Our suppliers

Bellrock works with key supply chain partners, all of whom must complete and pass an annual assessment of their policies, carried out by an independent third party. In addition, our suppliers are required to provide evidence of a properly authorised Slavery and Human Trafficking Statement, signed and dated by an authorised officer; before they are added to our approved supplier list.

We will know that the steps we are taking to ensure that modern slavery is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

The Bellrock Group is committed to paying at least the national minimum wage in the United Kingdom and any prevailing minimum wage appropriate to employees resident in other countries.

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

David Smith  
Chief Executive Officer  
12 January 2018