



A family run business since 1980

## Modern Slavery Act Policy

### Introduction:

Weybridge Skip Hire are committed to complying with the requirement of the Modern Slavery Act 2015.

This statement sets out our actions to understand all potential Modern Slavery risks related to our businesses and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business and its supply chains.

As part of the logistics sector we recognise that we have a responsibility to take a robust approach to slavery and human trafficking. We are committed to preventing slavery and human trafficking in all our activities, and to ensuring that our supply chains are, and remain, free from slavery and human trafficking.

Countries of operation and supply:

Primarily we operate in the UK. The following is the process by which the company assesses whether or not particular activities abroad or countries are high risk in relation to slavery or human trafficking:

- Consult the websites of the Foreign and Commonwealth Office, and the UK Trade and Investment Office for Overseas Business Risks at:

<https://www.gov.uk/government/collections/overseas-business-risk>

- Taking account of the government advice and considering the nature of the works to be undertaking, and the load to be transported a view is taken on the likelihood of human trafficking affecting the journey.
- For journeys considered to be high risk the driver(s) is advised of the risk and the controls to be taken to keep both the driver and the load safe. The driver is also supplied with details of local law enforcement services to contact if they suspect slavery or human trafficking is occurring.

### High-risk activities:

The following activities are considered to be at high risk of slavery or human trafficking:

- Logistics journeys to Africa and the Middle East, as the government identifies these as highrisk countries for Human Rights issues; Bribery and Corruption concerns; and Organised Crime.
- Using enclosed lorry trailers and transporting shipping containers as these are frequently targeted for human trafficking.



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Policy:

The Management or the Transport Manager are responsible for developing and updating this policy, reviewing it annually and ensuring all relevant staff comply with the policy.

Risk assessments:

The Transport Manager is expected to consider the implications for human rights and modern slavery whenever they assign work. If they perceive the risk to be high then a formal written assessment of the risk is produced and this must include actions to reduce the risk to the lowest level reasonably practicable.

Investigations/due diligence:

At any time that it is known or discovered that slavery and/or human trafficking has occurred The Management will be appointed to thoroughly investigate the circumstances. The senior manager will identify immediate causes, underlying causes and root causes for the occurrence, and identify what can reasonably be done by Weybridge Skip Hire.

Training:

The Management/Transport Manager and drivers will be briefed on an annual basis concerning slavery and human trafficking and their role in reporting and preventing it.

Due diligence:

Weybridge Skip Hire undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. We will take steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans.

A handwritten signature in black ink, appearing to read 'KRISTIAN RUSE', is written over a light blue horizontal line.

Kristian Ruse

**Managing Director**

January 2022

(Next date of review Jan 2023)

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