**Anti-Slavery and Human Trafficking Policy**

**Introduction**

Modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking (“modern slavery”), all of which include the deprivation of a person’s liberty by another in order to exploit the for personal or commercial gain.

Bridges recognises that it has a responsibility to take a robust approach to slavery and human

trafficking, and the business is therefore compliant with the Modern Slavery Act 2015 and takes a zero-tolerance approach to modern slavery within its business and supply chains.

Bridges is committed to:

(a) acting ethically and with integrity in all our business dealings and relationships;

(b) implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains; and

(c) ensuring there is transparency in our approach to tackling modern slavery in our business and in our supply chains consistent with our obligations under the Modern Slavery Act 2015.

**Procedure**

Bridges obtains a copy of the following documents to ensure compliance with Section 8 of the

Asylum and Immigration Act 1996:

* UK Passport document,
* A residence permit or registration certificate demonstrating permanent residence has been granted by the Home Office,
* A full birth certificate and P45, P60, National Insurance number card or a letter from a government agency demonstrating the person’s National Insurance Number.

All documents will be checked to ensure details offered are correct and verifiable, and that there are

no risk of slavery or human trafficking.

Furthermore, the organisation's policies makes clear to employees the actions and behaviour

expected of them when representing the organisation. The organisation strives to maintain the

highest standards of employee conduct and ethical behaviour when operating and managing its

supply chain.

In addition, all subcontractors undergo a formal process of approval that begins with a

prequalification questionnaire and evidence of subcontractor status. All information provided is then

checked and verified by our HR and Payroll teams and the subcontractor must agree to our subcontractor code of conduct.

This policy has been approved & authorised by:

Name: Rachael Kendall

Position: HR Manager

Date: 17th April 2023

Review date : 16th April 2024

Signature: