

HRP019: Modern Slavery Policy

April 2025

Introduction

Modern slavery represents a violation of human rights, encompassing slavery, servitude, forced or compulsory labour, and human trafficking. In the UK, the Modern Slavery Act 2015 mandates that organisations take proactive steps to identify and prevent modern slavery within their operations and supply chains. Story Contracting Ltd fully support the principles and requirements of the Modern Slavery Act and aim to ensure that we are compliant in relation to our employees and our supply chain.

This policy outlines our commitment to combating modern slavery, ensuring transparency, and fostering ethical practices. By adhering to this policy, we aim to protect vulnerable individuals, uphold human dignity, and contribute to the global effort to eradicate modern slavery.

Aims

- **Comply with the legal requirements of the Modern Slavery Act 2015.**
- **Take measures to ensure there is no slavery or human trafficking in our business and our supply chains.**
- **Create a workplace where everyone feels comfortable regardless of race, gender, disability or sexual orientation.**
- **Eliminate discrimination and encourage diversity amongst our workforce.**

Principles

Equality of opportunity: We are committed to providing opportunities for employment and recruiting from within the communities in which we operate.

Provide a safe, secure and supportive workplace: We value our people and have high expectations of them. In return we aim to provide them with a safe, supportive and rewarding environment in which to develop and reach their full potential.

Reward our colleagues fairly: We are proud to pay a minimum of the current Living Wage rate to our employees.

Encourage concerns to be challenged: Any employees who have concerns about modern slavery/human trafficking are encouraged to raise their concerns under our Whistleblowing Policy (HRP015).

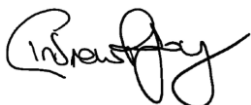
Raise awareness: Include information about Modern Slavery in our employee training and internal communications.

Work closely with our supply chain: Ensure a thorough due diligence processes are in place for managing our relationship with subcontractors and suppliers.

Integrate Modern Slavery Act requirements into our management system: System documents that this statement include: The Employee Handbook, the Disciplinary policy, the Grievance Policy and the Whistleblowing Policy.

Policy Governance

The commitments of this policy are implemented through procedures and supported by guidance notes. Adherence to our procedures is monitored through our assurance process. This policy is reviewed annually.



Andy Joy
Chief Executive



Lynsey Gilfillan
Group HSQE Director