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Author: Mark Gracey
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Modern Slavery and Human Trafficking Policy



Modern Slavery and Human Trafficking Policy

Harte Demolition recognise that slavery and human trafficking can occur in many forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Harte Demolition's policy is to conduct all of its business in an honest, transparent and ethical manner.

We take a zero-tolerance approach to modern slavery and human trafficking within Harte Demolition and its supply chains and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate. Harte Demolition has published an anti-modern slavery and human trafficking policy which is available to all of its colleagues on the company's website.

We have reviewed our contractual arrangements with suppliers as well as our due diligence procedures, to ensure that such suppliers are aware that they are obliged to comply with the Modern Slavery Act 2015 ('Act'). New and existing suppliers are required by us to complete a detailed questionnaire and also to provide evidence to show compliance to the Act. We have also incorporated compliance with the Act in our audits of suppliers and partners.

There shall be no child labour. Nobody shall be employed under the minimum age. Subject to the overriding prohibition on the use of child labour, if workers under the age of 18 are employed then particular care shall be taken as to the duties that they carry out and the conditions in which they are required to work to ensure that they come to no physical, mental or other harm as a direct result of their work or working conditions.

Harte Demolition workers receive no less than the prescribed minimum wage and we apply robust immigration checks, and expect the same standards from our suppliers. Our recruitment processes are transparent and reviewed regularly. New employees are vetted to ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account. Workers must have the right to terminate their employment freely, as appropriate following a reasonable period of notice in accordance with applicable laws and collective agreements, and without the imposition of any improper penalties. Our Anti-Modern Slavery and Human Trafficking policy will be reviewed on a regular basis by, or on behalf of, the Managing Director.

Signed: 

Date: 09th January 2025

Director

For and on Behalf of Harte Demolition Ltd

COMPANY NO
NIG38541

ADDRESS
Unit C16
Omagh Enterprise Complex
BT78 5LU

CONTACT US
t: 028 82249494
w: www.hartedemolition.com
e: info@hartedemolition.com

