

Modern Slavery Act Policy

Owner: Kate Holland - Peel Waters
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1 Modern Slavery Act Policy

Peel Waters recognises that slavery and human trafficking remains a hidden blight on our global society.

It is the responsibility of Peel Waters to alert staff to the risks, however small, in our business and in our wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

Peel Waters activities are varied through multiple disciplined areas and sectors. We therefore have a multi-disciplined supply chain to support us through the different aspects and provisions of our business. We are committed to ensuring that there is no modern day slavery or human trafficking exists in our supply chains or in any part of our business.

Our Modern Slavery Policy statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. This policy statement takes into account and supports the policies, procedures and requirements documented in our overall management system.

The implementation and operation of this management system underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the directors to ensure its continuing suitability and relevance to the company activities.

Peel Waters will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):

- Stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.). Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work.
- We encourage the reporting of concerns and the protection of whistle blowers.
- Peel Waters will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.
- Use of labour monitoring and payroll systems.
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes Peel Waters slavery and human trafficking statement. This policy applies to all those employed by Peel Waters.

This policy is reviewed annually and has been approved & authorised by:

Kate Holland
Marketing Director