

Modern Slavery Statement

Royal Sanders UK Limited commits to developing and adopting a proactive approach to tackling hidden labour exploitation.

Hidden labour exploitation is exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payments for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forward.

Policy commitments

Royal Sanders (UK) Limited shall:

- Designate appropriate managers to attend “Tackling Hidden Labour Exploitation” training and to have responsibility for developing and operating company procedures relevant to this issue.
- Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants. The Company will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
- Ensure that all staff responsible for directly recruiting workers are aware of issues around third-party labour exploitation and signs to look for and have signed appropriate Recruiter Compliance Principles
- Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
- Provide information on tackling “Hidden Labour Exploitation” to our workforce through a variety of formats such as workplace posters, worker leaflets, induction, other training.
- Encourage workers to report cases of hidden third-party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
- Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities.
- Require labour providers and other organisations in the labour supply chain to adopt policies consistent with the above.
- We are members of SEDEX and we encourage our suppliers to register to SEDEX and to link their account to Royal Sanders to initiate a trading relationship.
- We are confident that there is no slavery or human trafficking taking place within our own business due to our robust internal processes. Due to the size of our business as such we can deal with any issues within a timely manner.
- We expect our suppliers to make sure that working conditions in their operations meet international labour standards and that no child labour is used. We also expect our suppliers to hold their suppliers to the same standards.