

Modern Slavery Policy

Morganstone is committed to driving out acts of modern day slavery from within its own business and from within its supply chain and acknowledges its responsibility to the Modern Slavery Act 2015. The Company will ensure transparency within the organisation and with suppliers of goods and services to the organisation. The following controls exist and will contribute to ensuring that slavery and human trafficking is not taking place within the organisation or supply chain.

Recruitment:

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account.

Supply Chain:

Morganstone will not support or deal with any business knowingly involved in slavery or human trafficking. The Company utilises an established local supply chain, with the majority of the supply chain organisations being known to Morganstone for many years. We have implemented a number of processes to ensure, as reasonably practicable, that our supply chain adhere to our expectations in respect of their workforce. Morganstone have a database of internally approved companies. This process requires our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking is not taking place in any part of their business.

Governance:

Morganstone is committed to conducting audits on supply chain partners, which incorporates physical audits of supplier's records pertaining to workers on our projects. This will assist in ensuring that they are compliant with our requirements and expectations. Suppliers known to be employing or providing non-UK Nationals undergo appropriate investigation to understand their recruitment methods and their management of permits and working visas.

Reporting:

Morganstone operate an open-door policy where employees are actively encouraged to share concerns and issues. This approach will be extended to encourage employees to report any suspicions they may have regarding modern slavery.

Future Commitments:

Moving forward, we aim to work towards:

- Developing an employee awareness training module that will be undertaken by all Morganstone employees. This training will outline what modern slavery is, how to identify it and what individuals should do if they suspect there are any cases of slavery occurring. Completion of this training will form a compulsory part of our employees' annual review and new starter induction processes.
- Enhancing our existing procedures by producing a Supplier Code of Conduct, which is used for all new major suppliers of goods and services, clearly stating the firm's intention to step away (without penalty) if any occurrences of modern slavery are discovered.

The Managing Director and Senior Management will take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation.

This statement will be reviewed annually.



Ian Morgan
Managing Director
Morganstone Ltd
1st July 2021

Next Review Date: 1st July 2022