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**Human Trafficking & Modern Slavery Policy**

**Introduction**

In accordance with **Section 54 of the Modern Slavery Act 2015**, **CS Utility Contractors Ltd.** is required to prepare an anti-slavery and anti-trafficking statement annually, outlining the steps taken to prevent **modern slavery** within its operations and supply chains.

We strongly oppose all forms of **human trafficking and slavery**, and we actively promote ethical business practices across our organisation.

**Business & Supply Chains**

CS Utility Contractors Ltd. operates as a **utility contractor across the United Kingdom** and does not conduct business outside the UK.

* We do **not operate in high-risk areas** and consider **none of our activities** to pose a significant risk of slavery or trafficking.
* We remain committed to purchasing from **reputable suppliers** and ensuring high ethical standards are upheld.

**Due Diligence & Risk Management**

To **prevent modern slavery**, CS Utility Contractors Ltd. implements strict due diligence procedures:

* **Right to Work Checks** – All prospective employees undergo verification checks to identify potential inconsistencies, which are addressed immediately.
* **Supply Chain Monitoring** – While the risk within our supply chain is **considered low**, we recognise the potential presence of hidden subcontractors reliant on **forced labour**.
* **Ongoing Risk Assessment** – All supply chain lines are continually reviewed, and high-risk suppliers are audited.
* **Whistleblowing Policy** – Employees and stakeholders are **actively encouraged** to report concerns related to modern slavery, with full support for those acting in **good faith**.

**Definitions of Modern Slavery**

Slavery and trafficking exist in multiple forms, including:

* **Forced labour** – Work performed involuntarily under threat.
* **Bonded labour** – Debt repayment exploited as a tool of control.
* **Human trafficking** – Recruitment or transportation of individuals through **coercion or deception** for exploitation.
* **Child trafficking** – Exploitation of individuals under 18 years of age.
* **Forced marriage** – Marriage imposed through duress or deception.
* **Domestic servitude** – Restricted freedom of domestic workers through withholding wages, isolation, or abuse.
* **Descent-based slavery** – Individuals born into societal classifications of enforced servitude.
* **Child slavery** – Exploitation of minors for commercial gain.

**Worker Rights & Protections**

CS Utility Contractors Ltd. enforces the following **worker protections**:

* No **coercion, confinement, or imprisonment** of workers.
* Freedom to **leave employment** within contractual terms.
* **Voluntary and informed consent** for employment agreements.
* **No destruction or confiscation** of identification or immigration documents.

**Commitment to Survivor-Centred Practices**

Our approach prioritises survivor **safety, dignity, and empowerment**, including:

* Confidentiality assurances where possible.
* Timely responses and **accessible reporting mechanisms** for all.
* Gender-sensitive and **non-discriminatory support measures**.
* Open learning and continuous improvements in tackling modern slavery.

This Policy has been approved by:

Chris Stevenson

Managing Director

CS Utility Contractors Ltd.

Amended/Effective From: 16/06/2025

Reviewed Annually (Next June 2026)

Company Registration Number: 8765604 VAT Registration Number: 176971263