

Modern Slavery and Human Trafficking Policy

A.C Webb Electrical Contractors Limited (“the Company”) is committed to conducting business ethically, responsibly and in full compliance with the Modern Slavery Act 2015. The Company operates a zero-tolerance approach to modern slavery and human trafficking in any part of our business or supply chain.

We are committed to acting with integrity in all business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our operations or supply chains.

This policy applies to all employees, directors, subcontractors and suppliers.

Purpose of the Policy

The purpose of this policy is to:

- Prevent modern slavery and human trafficking in our business and supply chains
- Set out responsibilities for identifying and addressing risks
- Provide guidance on reporting concerns
- Ensure compliance with the Modern Slavery Act 2015

What is Modern Slavery?

Modern slavery includes:

- Human trafficking
- Forced labour or compulsory labour
- Debt bondage
- Child exploitation
- Any situation where individuals are deprived of freedom and exploited for personal or commercial gain

Our Business and Supply Chains

As an electrical contracting business, we recognise potential risks may exist in:

- Construction labour and subcontracting arrangements
- Electrical component supply chains (via wholesalers and manufacturers)
- Temporary or agency labour

We primarily source materials from reputable UK wholesalers and aim to work only with suppliers who share our commitment to ethical business practices.

Due Diligence and Risk Management

We take reasonable steps to reduce risk by:

- Using reputable, established suppliers
- Expecting suppliers and subcontractors to comply with relevant legislation
- Checking subcontractors' right to work in the UK where applicable
- Avoiding cash-based or informal labour arrangements
- Maintaining clear purchasing and procurement practices

Responsibilities

- **Management** is responsible for ensuring this policy is implemented and reviewed.
- **Employees and subcontractors** must comply with this policy and report any concerns.
- **Suppliers** are expected to operate in accordance with anti-slavery laws and ethical standards.

Reporting Concerns

Any concerns relating to modern slavery or human trafficking should be reported immediately to:

- Company Director / Responsible Person: Jason Webb / Gavin Tye
- Or via email/phone: info@webbelectrical.co.uk / 01359 232143

All concerns will be treated seriously, confidentially where possible, and investigated promptly.

Employees will not suffer any detriment for reporting concerns in good faith.

Training and Awareness

We will ensure that relevant staff are aware of:

- The risks of modern slavery in our industry
- How to identify warning signs
- How to report concerns appropriately



Review of Policy

This policy will be reviewed annually or sooner if required due to changes in legislation, business operations or identified risks.

Name: Jason Webb (Managing Director)

Date: June 2026

Review Date: June 2027

Signature: *Jason Webb*