Office 4, Burcot Farm,
East Stratton, Winchester
Hampshire SO21 3DZ
0845 6440196
info@enims.co.uk www.enims.co.uk

About enims

enims Ltd is an environmental consultancy. This policy was written and approved by The Senior Management Team of enims Ltd and approved and implemented by Pete Satchell Managing Director.

Our Statement:

enims is an independent environmental consultancy, we operate across the UK and employ staff in order to deliver our services. We fully engage and uphold the moral standards of keeping all staff safe and well whilst employed with us. enims work with a range of companies which are all involved in the environmental or construction sector. We are part of supply chains and work closely with contractors and clients as well as working with subcontractors and contractors which is fundamental to our working practices as well as building positive working relationships with our clients.

Whilst enims is a small independent consultancy which operates within the UK and under UK jurisdiction, we recognise that Modern Slavery and Human Trafficking is not just restricted to the industry which we serve and recognise that our clients and those who we relate to on the supply chain may operate outside of the UK, and we further recognise that modern slavery extends globally and therefore we will not accept, nor tolerate and will whistle blow in all cases of human trafficking or modern slavery without exception.

As part of our company, we hold policies and procedures which not only sets our ethical standards within our company, but works to keep all those whom we employ or who work with us, or we work for, safe and well:

- Whistleblowing Policy
- Health and Safety Policy
- Health, Safety, Environment and Quality Policy

The above policies are used in conjunction with this policy (Modern Slavery and Human Trafficking Policy – rev February 2018) and are in place to protect all workers, including those who work for or with enims as clients or colleagues. We will also address the issues relating to modern slavery company-wide and ensure that our team all understand the law surrounding modern slavery and feel supported to report such suspicions, and in doing so are protected and the information will be acted upon by reporting to law enforcement to ensure the safety of any of those concerned.

Our policy

Modern Slavery and Human Trafficking

Registered in England. Company No. 5950735 VAT No. 896224490
Registered Office: Wentworth House, 4400 Parkway, Whiteley, Hampshire, PO15 7FJ

Modern Slavery and Human Traffic is unlawful within the UK and is a violation Human Rights. enims fully opposes any form of Modern Slavery or Human Trafficking within our company and within the supply chain for which we belong to or work within.

enims recognises the potential risk for Modern Slavery and Human Trafficking in the construction and environmental sector with the use of low skilled immigrate workers being exploited due to their vulnerability. We therefore take reasonably practical steps in the form of checking that all staff employed are safe and well and if suspicions are aroused we will take steps to investigate further in the form of seeking further information and advice where required from ACAS or law enforcement. We also recognise the importance of being vigilant to Modern Slavery and Human Trafficking beyond our own company and, again where reasonably practicable will ensure that those whom we work with also hold relevant policies and procedures which protects and prevents Human Trafficking and Modern Slavery and seek to eradicate this within the industry. Furthermore, enims recognises that Human Trafficking and Modern Slavery can present in many forms and as a result, enims will make all of its staff aware of these forms in order to be knowledgeable to raise awareness.

As part of our policy, enims will comply and follow the Modern Slavery Act 2015 and as a result will:

- Never use or accept Child labour and will report such use.
- Any forced or compulsory labour will not be tolerated. All workers must be free to terminate employment with reasonable employment notice given.
- Documentation such as passports, visas or identity documents or right to work documents for any staff will not be taken from them, but where required to comply with legal working practices will be examined and requested from the individual worker, but will not be accepted from anyone but the individual from who the documents belong to.
- No worker will be placed in a position that they will have to repay a loan or accommodation expenses to the company where they will not have an opportunity to gain funds to repay this loan or expenses.
- All compensation and benefits will be lawful and comply with UK laws relating to minimum wages, overtime and bonus benefits.
- All workers will be afforded the same care and protection as stipulated in law, that they will have healthy, safe working conditions and that they are not put into positions that will have an adverse effect on their health, safety or wellbeing both physically and mentally.

Furthermore, we will expect all of those whom we work with, including clients, supply chain colleagues and sub-contractors and contractors to uphold the above and have high ethical standards for staff and use of business. We will expect all of the above mentioned to be able to demonstrate that they hold these ethical business practices at all times within their company.

As part of our employment practices we implement checks on all staff to ensure they have the correct documentation and 'right to work' documents. enims ensure that all staff understand their role and any job offer and that a member of enims' SMT holds a face to face meeting with all new staff prior to employment commencing in order to demonstrate and uphold our commitment to the prevention of Human Trafficking and Modern Slavery.

enims are fully committed to enforcing and implementing our policy of Modern Slavery and Human Trafficking and we will do all within our power to ensure that this is not taking place within our own company and furthermore within the supply chain. enims will not tolerate, ignore or be antipathetic on acting on any suspicion of Modern Slavery or Human Trafficking and we will equip all of our team with the knowledge of reporting and whistle blowing of any suspicion of Modern Slavery, Human Trafficking or abuse of vulnerable people or workers.

We accept and understand the importance of being vigilant about Human Trafficking and Modern Slavery and therefore we will, in the coming years, actively seek to keep up-to-date with The Modern Slavery Act 2015 and will do all we can to fully understand and recognise this crime and be proactive in protecting people where practicable from exploitation within our supply chain or industry.

enims will review this policy every year to ensure up-to-date and continual compliance with the Act 2015, or any when changes to this act dictate.

We will ensure that all of those working with enims understand the policy we have in place, and where not employed by enims, have their own effective policy on Modern Slavery and Human Trafficking for which they are required to abide by. This policy will remain available to all staff, including new staff and will be available through our website and upon request from our clients and supply chain colleagues.

Pete Satchell	**Lisa Higgs**	**Helen Satchell**
Managing Director	**Business Manager**	**Senior and HR Manager**