



Anti-slavery Policy Statement

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We are committed to creating effective systems and controls in place to safeguard against any form of modern slavery taking place within the business and impose these same high standards on our contractors, suppliers and other business partners.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery guidance. Bartlett's stance on modern slavery, it explains how employees can identify any instances of this and where they can go for help.
2. Bartlett 's Resourcing Policy confirms that eligibility to work in the UK checks are conducted on all employees, including but not limited to checking an original passport, birth certificate or other qualifying documentation.
3. Whistleblowing policy. This ensures all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business:

- Reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- The use of grievances mechanisms.
- The level of communication and personal contact with next link in the supply chain.
- The completion of audits.

John Ponsford, Managing Director

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