

Modern Slavery Policy

This policy applies to Balcony personnel, contractors and suppliers.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. Through threats, violence or coercion, victims of modern slavery are forced to work for little or no money, live in squalid accommodation and may have their identity documents taken away from them.

The directors will do all that we reasonably can to prevent all forms of modern slavery and will act ethically and with integrity in all our business dealings and relationships. This will be achieved through transparency of process, requiring supply chains to adopt our anti-slavery and human trafficking policy (or provide one of equal worth) and vigilance in recognising the symptoms that something may be wrong in the lives of all that we come in contact with, e.g.

- (a) No written contracts of employment.
- (b) Payment of fees by individuals to obtain work.
- (c) Inability of individuals to prove they are legally entitled to work in the UK.
- (d) Large number of individuals listed as living at the same address.
- (e) Agencies charging suspiciously low rates.

The directors will ensure this policy continues to comply with legal and ethical obligations, is complied with and effective by communicating it, dealing with any queries and monitored.

Responsibility for detection and reporting of modern slavery in our supply chain is the responsibility of all those who work with Balcony. The directors will support anyone who raises a genuine concern in good faith (even if it turns out to be mistaken).



Paul Saddington
Director

1st January 2024

Balcony Business Services Limited