

# Modern Slavery and Human Trafficking Policy

**Petit Forestier UK Ltd**

**Reviewed and Updated: July 2025**

This policy is aligned with Section 54(1) of the Modern Slavery Act 2015 and supports our public Modern Slavery and Human Trafficking Statement. It applies to all employees, contractors, and suppliers, and is reviewed annually by the Board of Directors.

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## Our Commitment

Modern slavery is a violation of human rights and takes many forms including forced labour, servitude, and human trafficking. Petit Forestier UK Ltd maintains a zero-tolerance approach and is committed to ensuring that modern slavery does not take place within our business or supply chains.

This policy is managed by the Human Resources Manager, who is responsible for its implementation and review.

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## Our People

We confirm that:

- No forced labour or human trafficking is practised; employment is freely chosen.
- All workers can terminate employment freely.
- All employees must provide evidence of their right to live and work in the UK before employment.
- We prohibit confiscation of workers' identification documents and the charging of recruitment fees.
- We provide safe working conditions and fair wages.
- We do not use child labour.
- We prohibit excessive hours, forced overtime, and degrading or inhumane treatment.
- We prohibit all forms of discrimination, harassment, threats or intimidation.
- Employees enjoy freedom of movement and association.

- Employees have access to remediation, justice, and support if they are affected by modern slavery.
- A HR induction is provided for all employees, which includes key policies such as whistleblowing and code of conduct.

## **Recruitment**

We employ a diverse workforce, including individuals recruited from overseas to fill technical and specialist roles. We acknowledge that international recruitment—particularly where third-party recruitment agencies are involved—can increase the risk of exploitation.

To mitigate these risks, we have implemented the following measures:

- Only work with approved recruitment agencies that demonstrate compliance with ethical standards and applicable laws.
- Prohibit any form of worker-paid recruitment fees.
- Ensure all employees undergo right-to-work checks before employment begins.
- Require recruitment partners to confirm that no coercion, document withholding, or deceptive practices are used during the hiring process.
- Provide a clear induction to all employees outlining their rights, terms of employment, and how to raise concerns safely.

All employment with Petit Forestier is freely chosen, and workers can terminate their employment with reasonable notice.

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## **Supply Chain and Procurement**

We require all suppliers and service providers to:

- Prohibit forced or child labour.
- Prevent inhumane working conditions and discrimination.
- Pay fair wages and comply with working time regulations.
- Avoid recruitment practices that charge fees to workers.
- Submit their own Modern Slavery Statement where applicable.

We apply a risk-based approach to supply chain monitoring and conduct due diligence as part of our supplier onboarding process. Higher-risk suppliers may be subject to additional verification, audits, or corrective action plans.

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## Training and Awareness

All staff, particularly those involved in recruitment, procurement, and operations, receive training on:

- Identifying signs of modern slavery.
- Understanding the risks in high-risk sectors or regions.
- Reporting concerns internally through the appropriate channels.

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## Reporting Concerns – Procedure

Concerns can be reported to:

- A line manager.
- The Human Resources Department.
- The Managing Director, if concerns are unresolved or serious in nature.

Reports can be made confidentially or anonymously, and no employee will suffer retaliation for reporting in good faith.

We may refer cases to appropriate authorities such as the Home Office or UK Border Force where necessary.

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## Supporting Policies

- Code of Conduct
- Whistleblowing Policy
- Grievance Procedure
- Dignity at Work Policy
- Health and Safety Policy

Steven Hanna



Managing Director

Version Number	Issue Date	Reason	Signature	Next Review
PF/07/2025	JULY 2025	Periodic Review	SH	01/07/2026