



## Slavery & Human Trafficking Statement

Anglian Excavations Limited is committed to ensuring that there is no slavery or human trafficking in any part of its business. This statement sets out our current assessment and the steps that Anglian Excavations Limited has taken to deliver in line with our policy.

### Organisational structure

Anglian Excavations Limited is an earth moving contracting organisation registered in England (registered number 4447798), providing services to customers throughout East Anglia.

Anglian Excavations Limited is located near Bury St. Edmunds, in Mid Suffolk, employing over 30 full time staff. The organisation specialises in bulk earth moving projects and quarry mineral extraction, working at customers premises in Suffolk, Norfolk, Lincolnshire, Cambridgeshire and Bedfordshire.

### Our assessment

On the basis of the due diligence checks during the employment process and working with, well established and respected organisations, Anglian Excavations Limited are at a low risk of slavery and human trafficking in both the context of its own business and working partnerships.

### Overarching policy statement towards slavery and human trafficking

As stipulated in the organisation's policy:

*Anglian Excavations Limited is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively "human trafficking and slavery"). It also strongly believes that it has a responsibility for promoting ethical and lawful employment practices. Accordingly, Anglian Excavations will not knowingly use unlawful child labour or forced labour in any of the utilities and/or other commodities, products and/or services it provides, nor will it accept commodities, products and/or services from suppliers that employ or utilise child labour or forced labour.*

### Policies and procedures in relation to slavery and human trafficking

Within Anglian Excavations Limited we have a low level of migrant labour. All employees/ operatives are paid at, or above, the living wage. The standard terms and conditions of employment for our staff provide for the freedom of the employee to terminate his or her employment at any time and that any overtime is by agreement between Anglian Excavations Limited and the employee.

Anglian Excavations Limited also has the following policies freely accessible to its employees and customers and can be available to other external parties on request:

- Anti-Bribery
- Equal Opportunities
- Whistle Blowing

Anglian Excavations Limited expects all organisations within its framework of operations and those it engages with, to ensure their goods, material and labour related supply chains are free from any form of modern slavery.

This statement is made pursuant to the Modern Slavery Act 2015 and constitutes Anglian Excavations Limited slavery and human trafficking statement for this financial year.

**Chris Lee**

**Position:** Chief Executive Officer

**Date:** January 2021