

Modern Slavery Statement Policy

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Introduction

Totus are committed to conducting our dealings, with the utmost integrity. This statement sets out Totus' actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain.

Being part of the construction industry, Totus recognises that it has a responsibility to take a robust approach to slavery and human trafficking, both within our directly employed workforce or any of our supply chain.

Totus is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Statement

Modern slavery is a crime and a violation of an individual's fundamental human rights. It takes several forms, such as slavery, servitude, forced or compulsory labour and human trafficking.

Disciplinary procedure

The company's code makes clear to employees the actions and behaviour expected of them when representing Totus. The company strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

Supply Chain

The company is committed to ensuring that its suppliers adhere to the highest standards of ethics, and that all supply chain partners have completed our rigorous pre-qualification and approval processes in this regard.

Totus works with suppliers, within the period of selection, pre-construction and onsite activities to ensure that they meet the standards of the code and improve their worker's working conditions.

However, serious violations of the company's supplier code of conduct, and formal sub-contract will lead to the termination of the business relationship.

Recruitment policy

As per (Pol) 026 Recruitment Policy, only a few specific, reputable employment agencies are used to source labour. We always verify the practices of any new agency we utilise before accepting workers from that agency.

Totus undertakes a robust and diligent selection process in the selection of these agencies. Part of this selection process will require agencies and their partners to demonstrate steps taken to ensure right to work checks have been completed and that slavery and trafficking is not taking part in any part of their business.

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Raising Concerns

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within our business or supply chain constitutes any of the various forms of modern slavery, raise it with your Line Manager or via our Whistleblowing process (Pol) 021.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern



Richard Bell
Director

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