Modern Slavery Policy

Policy Statement

Modern slavery is defined as the recruitment, movement, harbouring or receiving of children, women, or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. It can take many forms including the trafficking of people, forced labour, servitude and slavery.

Guildprime Specialist Contracts Ltd believes the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain is unacceptable and recognises its responsibility to ensure that our recruitment and supply chain processes are robust enough to prevent slavery, forced labour or human trafficking to be used in all of its corporate activities including its supply chain.

Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour.

The Company has established due diligence processes to ensure that all workers are not being exploited, that they are safe and that relevant employment, health and safety, human rights laws and standards are being adhered to, including freedom of movement and communications.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains, is the responsibility of all those working for the Company or under the Company's control including employees, directors, officers, agency workers, agents, contractors, consultants and business partners. The Company expects the same high standards from all its suppliers, contractors and other business partners.

Applicable Legislation

- Modern Slavery Act 2015

Guidance

The Company due diligence processes include:

- Regular training provided to relevant members of staff (Directors, senior Management and those involved in recruitment) to ensure they have an understanding of the risks and how to recognise modern slavery and human trafficking
- Inclusion of Right to Works during the recruitment process including scrutiny of shared/highly populated residential addresses, payroll processing and multiple payments to same bank account
- Communication of the Company's approach to modern slavery to all suppliers, contractors and other business partners when entering into new or renewed contracts with them
- Only specified, reputable employment agencies whose practices have been pre-verified are used to source labour
- The Company encourages anyone who believes or suspects a breach of this Policy has occurred, within the business or its supply chain, to report it in accordance with the Company's Whistleblowing Policy. Independent guidance on what constitutes modern slavery can be obtained by contacting the government's Modern Slavery Helpline on 0800 0121 700
- The Company will support anyone who raises genuine concerns in good faith under this Policy, and will not tolerate their victimisation as a result of their disclosure
- Any reports of concerns about breaches of this Policy will be investigated thoroughly

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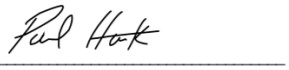
Implementation

Any employee who is found, following an investigation, to have breached this Policy will face disciplinary action, up to and including summary dismissal for gross misconduct. The Company may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this Policy and/or are found to be involved in modern slavery or human trafficking.

The Company remains dedicated to strengthening its practices in this area and will continue to develop further measures, including the training of staff where appropriate, to further reduce the risk of modern slavery and human trafficking taking place within our own business and across our supply chains.

Review

This Policy is under regular review, particularly in light of new and relevant legislation.

Signed 

Mr Paul Hack Bsc (Hons)

Managing Director

27th November 2025