

Modern Slavery & Human Trafficking Policy

1.0 Purpose

MJ Engineering Ltd is fully committed to preventing modern slavery, human trafficking, forced labour and exploitation in any form. We recognise our obligations under the Modern Slavery Act 2015 and other relevant UK employment legislation, and we uphold the highest standards of ethical conduct across our business and supply chain.

This policy applies to:

- All employees, contractors, agency workers, and directors of MJ Engineering.
- All suppliers, subcontractors, and business partners providing goods or services.

2.0 Legal Compliance

MJ Engineering Ltd will ensure compliance with the following UK laws:

- Modern Slavery Act 2015 – prohibition of slavery, servitude, forced labour and human trafficking.
- Employment Rights Act 1996 – fair treatment and lawful employment contracts.
- National Minimum Wage Act 1998 – payment of at least the national minimum or living wage.
- Working Time Regulations 1998 – compliance with working hours, rest breaks, and holiday entitlement.
- Equality Act 2010 – prevention of discrimination, harassment or victimisation.
- Health and Safety at Work etc. Act 1974 – provision of a safe and healthy workplace.

3.0 Commitments

MJ Engineering Ltd will:

- Ensure all work is voluntary and freely chosen.
- Verify the legal right to work in the UK for all employees.
- Pay wages that meet or exceed statutory requirements.
- Ensure no one under 18 is employed in hazardous work.
- Prevent excessive working hours and ensure breaks/holidays are provided in line with law.
- Forbid any form of discrimination, harassment, or abuse.
- Provide safe, hygienic working conditions in compliance with H&S law.

4.0 Supply Chain Expectations

We expect all suppliers to meet the same legal and ethical standards. We will:

- Conduct due diligence checks on key suppliers.
- Require suppliers to confirm compliance with the Modern Slavery Act 2015.
- Take action, up to and including termination of contracts, where suppliers fail to meet legal or ethical obligations.

5.0 Responsibilities

- Managing Director – overall responsibility for implementation and compliance.
- Managers – ensure processes and supplier relationships align with this policy.
- Employees – must report concerns and follow company procedures.

6.0 Reporting Concerns

Any concerns about modern slavery or unethical practices must be reported immediately to management. Reports will be:

- Investigated promptly and confidentially.
- Treated seriously and without retaliation against the whistleblower.

7.0. Related Policies

This policy works alongside our:

- Equal Opportunities Policy (Business Policies)
- Grievance & Whistleblowing Procedure (Employee Handbook)
- Disciplinary Procedure (Employee Handbook)
- Health & Safety Policy (Business Policies)
- Modern Slavery Act 2015 (your core legal duty).
- Employment Rights Act 1996 (employee protections).
- National Minimum Wage Act 1998 & Working Time Regulations 1998.
- Equality Act 2010 (non-discrimination).
- Health and Safety at Work etc. Act 1974.