



1. Blu-3 (UK) Ltd. is committed to ensuring that there are no acts of slavery or human trafficking within our organisation, or within our supply chains. Our organisation will not support or deal with any business knowingly involved in slavery or human trafficking. The company acknowledges its responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation.

**Supply Chain:**

2. Our Modern Slavery policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.
3. As part of our initiative we have identified that risk areas to our organisation are sub-contractors, material and product suppliers.
4. To mitigate the risk, the Sub Contractor and Supplier assessment procedures and questionnaires have been amended to include questions to establish whether
  - a) our supply chain has a Modern Slavery Policy.
  - b) actions have been, or are planned to be, implemented to ensure there are no acts of slavery or human trafficking within their organisation or their supply chains.
5. The additional information shall enable Blu-3 (UK) Ltd. to evaluate risk to the organisation and make informed decisions when reviewing pre-qualification documents.
6. During 2016, our organisation shall contact its key supply chain partners to establish what actions they have taken to comply with the Modern Slavery Act.
7. We will actively encourage them to create their own policy or agree to adhere to our policy.
8. All approved supply chain organisations, with an annual turnover of more than 36 million, shall supply a copy of their Modern Slavery Policy.

**Training:**

9. There are controls within our “starter procedure” to ensure our workforce is not subjected to slavery or human trafficking (poster to be displayed on sites from Q4 - 2016).
10. To further mitigate risk of slavery and human trafficking within our organisation, training shall be issued, during 2016, to inform our managers and senior staff of slavery and human trafficking, its impact to our society, what to look out for and our organisations reporting protocol.
11. This policy statement is made pursuant to sections (1) (4) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending April 2016 and shall be published on the organisations website in accordance with section (7) (a) of the Modern Slavery Act 2015.
12. The company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.
13. This policy statement will be reviewed annually by the Managing Director to ensure its continuing suitability and relevance to the company and its activities.  
This policy will be reviewed annually.



a. Print Name: **Gerry Curran** Job Title: **Operations Director (Acting MD)**

b. *Signature of above named person in box:*

c. Date Reviewed 01<sup>st</sup> May 2017

d. Confirmed as per the HSEQ Directors Initials

in the box to the right of this text.


 (As dated above)



Rev	Date	Details	Amended by	Approved by
1.0		First Issue		
1.1	12/10/2017	Font style and colour updated, new footer and taxonomy applied	Prudence Dunn	Julia Swain