



## Cork Scaffolding – Modern Slavery and Human Trafficking Policy

### 1. Policy Statement

Cork Scaffolding is committed to preventing modern slavery and human trafficking in all areas of our business and supply chains. We uphold the highest standards of ethical conduct and expect the same from those we do business with. This policy outlines our approach to identifying and mitigating the risks of modern slavery and human trafficking in accordance with the **Criminal Law (Human Trafficking) Act 2008** and international best practices.

### 2. Scope

This policy applies to:

- All employees of Cork Scaffolding
- Labour hire and subcontracted workers
- Suppliers and contractors
- Business partners and service providers

### 3. What Is Modern Slavery?

Modern slavery encompasses:

- **Human trafficking**
- **Forced labour**
- **Bonded labour**
- **Child labour**
- **Domestic servitude**
- **Deceptive recruitment practices**

It involves situations where individuals are exploited and cannot refuse or leave due to threats, violence, coercion, or abuse of power.

### 4. Our Commitments

Cork Scaffolding commits to:

- Maintaining a work environment that is free from modern slavery and exploitation
- Carrying out due diligence on suppliers and labour sources
- Refusing to work with anyone knowingly involved in modern slavery

- Training relevant staff on identifying risks and red flags
- Supporting any employee or worker who raises a concern in good faith

## **5. Supply Chain and Subcontractors**

We recognise that modern slavery risks can be higher in construction-related supply chains. To manage this, we:

- Conduct risk assessments of new suppliers and subcontractors
- Include anti-slavery clauses in contracts
- Expect subcontractors to comply with this policy and applicable laws
- Reserve the right to audit or request proof of compliance

## **6. Employee Responsibilities**

All employees are expected to:

- Familiarise themselves with this policy
- Report concerns or suspicious behaviour related to modern slavery
- Cooperate with any investigations

## **7. Reporting and Whistleblowing**

If you suspect modern slavery or unethical treatment of workers, you should report it through any of the following:

- Your line manager
- HR or designated compliance contact
- Anonymous reporting mechanisms, if available

Reports will be taken seriously and handled sensitively. Retaliation against whistleblowers is strictly prohibited.

## **8. Consequences of Non-Compliance**

Breaches of this policy may result in:

- Disciplinary action, including dismissal
- Termination of supplier or subcontractor agreements
- Reporting to An Garda Síochána or relevant authorities

## **9. Review**

This policy will be reviewed annually to ensure ongoing effectiveness and compliance with legal and ethical standards.