



MODERN SLAVERY, HUMAN TRAFFICKING & CODE OF ETHICS

Manual Issue and Control

This Policy is available on the shared drive for consultation within the Company and a Library Copy is maintained and filed in the Reference Area.


This copy of this Policy is subject to updating and is to be amended only on the authority of the Quality Manager.

Name: Library Copy

Date issued: November 2024

Note: If this copy does NOT carry a REGISTERED COPY NO, or it is entered as an 'X'. This manual should be considered UNCONTROLLED and therefore not subject to updating. For control purposes and limitations in circulation of revision sheets, the list of personnel responsible for co-ordinating/implementing procedures within the Manual and any changes thereto, will be held and maintained by the Quality Manager. A register of issue status will also be held and maintained by the Quality Manager.

Issue No	Date Sent Out	Reviewed	Section/Page No.	Amendment
1	November 2014	Full Policy	Full Policy	Full Policy

Issue No:	1	LAR Ltd Unit 5 Crossley Park Ind Est Crossley Road Stockport SK4 5BF Tel: 0161 9479628 E: info@larltd.com
Implementation Date:	November 2024	
Director Responsible	Steve Hannah, Managing Director	
Signature:		
Date of signature:	November 2024	
Proposed Review Date:	November 2025	

1. Scope

LAR Limited was formed in 1997 through a management buyout and operates within the asbestos removal industry, a highly regulated industry, carrying out asbestos removal work predominantly within the UK.

The statement sets down LAR's commitment to being a responsible and ethical business, and ensuring compliance with the Modern Slavery Act through the prevention of slavery and human trafficking in our business activities.

1. Commitments

LAR is committed to:

- Prevention of modern-day slavery and human trafficking within our business or supply chain and actively do not utilise subcontract labour or contract staff
- Providing training and supervision and ensuring the health of our workforce is safeguarded
- Supporting local causes and charities
- Delivering our operations in a sustainable manner without harm to the local community or environment
- Working with our supply chain to drive out any risk of slavery, human trafficking, bribery or corruption
- Responding to alerts raised including whistleblowing, no matter how small, to investigate and take action on any concerns raised
- Ethical sourcing of products, materials and services through credible standards
- Undertaking a due diligence review of its supply chain and build long standing relationships
- Compliance with local standards, laws and best practice wherever we operate.

2. Expectations

In working with or for LAR, it is our expectation that the above commitments are adhered to and that everyone works together to deliver a high-quality service that is ethically sound and free of modern day slavery, human trafficking, bribery and corruption. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

3. Policy Responsibility

The Financial Director is responsible for:

- Reviewing this policy to ensure its continuing suitability
- Risk assessments in respect of human rights, modern slavery, corruption and bribery by following the processes within our management system
- Setting out our code of conduct for our supply chain, informing of our expectations and zero tolerance to poor ethical practices
- Training and provision of information to all staff to ensure this policy is understood

4. Code of Ethics

LAR is committed to the practice of responsible corporate behaviour and the prevention of Modern Slavery.

All employees must comply with the Code of Conduct. Any employees violating this code is subject to disciplinary action, which could include dismissal.

All employees have a duty to report all suspected violations of the Code or other potentially unethical behaviour by anyone, including Managers, Directors, Employees, Customers, Sub Contractors etc. to their Director.

Employees in management positions are personally accountable for their own conduct and the conduct of those reporting to them. The departmental managers are expected to inform those reporting to them about this Code of Conduct and take all necessary steps to ensure compliance with the code.

No employee has the authority to direct, participate in, approve, or tolerate any violation of this Code by anyone.

Any employee who has questions about the application of this Code should consult with their manager.

This policy is non-exhaustive, and all aspects of LARs business should be considered in the spirit of this policy.

5. Employee and Workers Rights

LAR is committed to maintaining a diverse and inclusive working environment and to ensure that as an organisation we comply with all relevant employment legislation and regulations.

LAR verify right to work of employees are compliant with the Home Office Guidance for Employers of Preventing Illegal Working and are retained for at least 2 years after the individual has left employment.

LAR place a requirement on our suppliers and sub-contractors to undertake checks on right to work in the UK in line with Home Office Guidance for all of their staff. LAR undertake periodic checking and verification of those right to work checks of our supply chain in order to ensure compliance.

LAR does not accept any harassment, or bullying in any form, or any practice of modern slavery.

6. Conflicts of Interest

LAR holds as fundamental to its success the trust and confident of those with whom it deals, including clients, suppliers and employees. Conflicts of interest potentially undermine the relationship of LAR with its partners.

All employees and representatives of the Company are expected to act honestly and within the law.

LAR is committed to the prevention of modern-day slavery and human trafficking within our business or supply chain. Suppliers to LAR are required to demonstrate commitment and adhered to ensure that everyone works together to deliver a high-quality service that is ethically sound and free of modern day slavery, human trafficking, bribery and corruption.

7. Information and Confidentiality

Information received by employees, contractors or agents of the company will not be used for any personal gain, nor will it be used for any purpose beyond that for which it was given.

LAR will at all times ensure that it complies with all applicable requirements of data protection legislation (including, but not limited to, the Data Protection Act and General Data Protection Regulation) in force.

8. Suppliers and Partners

LAR expects all suppliers and partners to work towards and uphold similar ethical and moral standards, and ensure that there is no modern slavery in their own business and supply chains.

LAR will investigate the ethical record of potential new suppliers before entering into any agreement. Further, the Company reserves the right to request information from suppliers regarding the production and sources of goods supplied.

LAR reserves the right to withdraw from any agreement or other arrangement with any supplier or partner who is found to have acted in contravention of the spirit of principles of this Ethical Policy.