

Anti Slavery / Human Trafficking Policy

Roofline (London & Home Counties) acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within our organisation and with suppliers of goods to our organisation as we are committed to ensuring that acts of modern slavery and human trafficking does not occur within our own business or that of our supply chain.

Roofline (London & Home Counties) are a specialist flat roofing and waterproofing organisation who have developed partnerships with many main contractors within the UK.

Our Supply Chain includes the sourcing and provision of waterproofing materials to our industry and everyone within our organisation is committed to acting ethically and with integrity in all our business relationships and to implement and enforcing effective systems and controls including the completion of Pre-Qualification questionnaires which are reviewed by Roofline Senior Management team prior to inclusion onto our supply chain to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

As part of our policy and procedures to identify any risk, Roofline (London & Home Counties) ensures that;

- We always ensure that any potential employee has a right to work within the UK and are aware of the rights and responsibilities working within the UK gives with documentary evidence sought prior to any commencement of employment offered within our organisation.
- We continue to build long standing relationships with our core suppliers that understand our expectations of business behavior and who have their own anti-slavery and human trafficking policies and processes.
- We encourage all employees, and clients to report any concerns related to direct activities of our organisation or the supply chain of our organisation.
- We remain totally committed to continually improve our processes and procedures.

Roofline (London & Home Counties) have a total zero tolerance to slavery and human trafficking and we expect all those within our supply chain to comply with the values set out within this policy.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our organisation and that of our supply chain, we provide training to relevant members of staff and ensure all Directors and Senior Managers have been briefed on the subject.

We use the following key performance indicators to measure how effective our business has been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains;

- Ensure the assessments from our supply chain have been reviewed by our board of Directors.
- Use of labour monitoring and payroll systems.
- Level of communication and personal contact with both our own employees and our supply chain to ensure their understanding of, and compliance with our expectations as outlined within this policy.

Signed.....  Dated 11/11/2024

Mark Jones F.I.o.R
Roofline (London & Home Counties) Chairman and CEO.

Version Number	Author	Date	Approver	Comments
1.0	Steve Marsh	01/07/2016	M Jones	Document Control Introduction
1.1	Maria Williams	23/12/2016	M Jones	Annual Update
1.2	Maria Williams	16/03/2017	M Jones	Updated RL Logo
1.3	Maria Williams	16/03/2018	M Jones	Annual Update
1.4	Maria Williams	11/12/2018	M Jones	Annual Update
1.5	Maria Williams	29/11/2019	M Jones	Annual Review
1.6	S Sparks	25/11/2020	M Jones	Annual Review
1.7	S Marsh	22/11/2021	M Jones	Annual Review
1.8	S Marsh	06/07/2022	M Jones	Update to include company name
1.9	S Marsh	06/01/2023	M Jones	Annual Review
2.0	M Williams	11/12/2023	M Jones	Logo Update
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