

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015.

Infrastructure Developments (IDL) are committed to a zero tolerance approach to modern slavery and to acting with integrity in all our dealings, relationships and supply chains. We expect the same high standards from all our staff, suppliers, contractors, and those with whom we do business.

This policy applies to all employees, workers, consultants, and other persons doing business with IDL including contractors and suppliers.


IDL acknowledge the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although IDL consider the risk of modern slavery to be low due to the nature of its supply chains, we take our responsibilities to combat modern slavery seriously as demonstrated by our promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for IDL or under our control.
- Appropriate due diligence processes must be carried out in relation to modern slavery.
- All supply chain lines need to be continually risk assessed and managed in relation to modern slavery and any high-risk suppliers audited.
- IDL encourage anyone to raise any concerns about modern slavery and will support anyone who acts in good faith.
- Wherever possible, IDL will obtain assurances from suppliers that they are free of modern slavery.
- IDL have equal opportunities policies and are committed to upholding human rights.
- IDL will continue to develop our commitment to combat modern slavery and will provide staff training where appropriate.

ANTI-SLAVERY & ANTI-TRAFFICKING POLICY

- When taking on direct labour, we will ensure this labour is made aware of our commitment to anti-slavery & anti-trafficking – we will through the recruitment process seek confidence that the work is being undertaken through free will.
- IDL will conduct due diligence on any recruitment agencies we engage, to ensure they are committed to preventing modern day slavery.

Any breaches of this policy may result in IDL taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.



Adam Ferrand, Managing Director

10 February 2019