



Anti-Slavery Policy

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Modern slavery is a crime and a violation of fundamental human rights.

All types of modern slavery cause the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

SAS Utility Services Ltd (SAS) are committed to acting ethically and with integrity in all our business dealings and relationships and to ensure modern slavery is not taking place anywhere in our business, or in our supply chains.

SAS are committed to ensuring transparency in our business and in our approach to tackling modern slavery throughout our business relationships, consistent with our obligations under the Modern Slavery Act 2015.

The company expect high standards from all our subcontractors, suppliers and business partners and as part of this process, we review our supply chain to identify and assess potential risk areas.

The company policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, interns, agents, contractors, external consultants, third-party representatives and business partners.

The management of the company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all of our people comply with it and ensure that any procedures implemented are effective in countering modern slavery.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

Any concerns regarding modern slavery in any parts of our business or supply chains should be reported in accordance with our whistleblowing policy to the management team.

The company are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their knowledge, or suspicion, that modern slavery is taking place in any part of the business or in any of our supply chains.

The organisation operates processes and procedures to support this policy.

It is the responsibility of each member of staff to adhere to the policy.

This policy document has been prepared after due consultation with those involved in its operation and has the full backing and authority of the Directors.

This policy statement is understood and followed by all personnel.

Approved by:  Debbie Isham, Managing Director

Issue Date: 11/04/2023

Last Review Date: 29/03/2023

Next Review Date: 29/03/2024

This policy will be reviewed annually (or earlier if significant changes occur) to ensure its continuing suitability, adequacy, and effectiveness.