



Cara Group T/A Cara Construction & Cara Brickwork Ltd

**SLAVERY AND HUMAN TRAFFICKING STATEMENT**

## **INTRODUCTION FROM THE MANAGING DIRECTOR**

This Policy outlines the efforts Cara Group will make to seek to eradicate human trafficking and slavery from our supply chains or within our directly employed workforce. Cara Group opposes any use of slavery or human trafficking and fully supports the promotion of ethical and lawful business practices within our workplace. We will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organization. This policy complies with the Modern Slavery Act 2015.

## **ORGANISATION'S STRUCTURE**

The Cara Group is a privately owned Company, based in the Northwest of England and operating throughout the UK.

The activities of the Cara Group are structured through two principal operating companies, Cara Construction Ltd and Cara Brickwork Ltd. The group has its head office in the North West of England with subsidiary offices in Liverpool and Wakefield. Cara Group has an annual turnover in excess of £25m.

## **OUR BUSINESS**

Cara Construction Ltd engages in all areas of Groundwork, Formwork and Civil Engineering construction projects. Cara Brickwork Ltd covers all aspects of Brickwork, Block work and Stonework building projects.

## **OUR RECRUITMENT PROCESS**

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities together with their Right to work in the UK.

## **OUR SUPPLY CHAINS**

Cara Group require that our supply chain should be registered with Constructionline, CHAS or have an ISO accredited management system or will have successfully completed our pre-qualification process. These requirements require our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking is not taking place in any part of their business using the Modern Slavery Act 2015 Supply Chain Questionnaire. Suppliers/sub-contractors employing or providing non-UK Nationals undergo appropriate investigation to understand their recruitment methods and their management of permits and working visas.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

Cara Group's suppliers / sub-contractors are an important part of our business. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as Cara Group.

The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labour, illegal child labour or forced labour.
- Suppliers will ensure that the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.
- Suppliers will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of Cara Group. If a supplier to Cara Group is found in violation of this policy, Cara will take prompt, remedial measures to address the violation.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to relevant members of staff. All Directors have been briefed on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Cara Group's slavery and human trafficking statement for the current financial year.

Patrick J Grady

Managing Director

Cara Group