



Anti-Slavery and Human Trafficking Policy

The CCS Board is totally opposed to Slavery and Human Trafficking in any form and to this end it is the Policy of the CCS Group that we are committed to acting ethically and with integrity in all of our business dealings and relationships. We further ensure the implementation of robust controls so as to provide the Board with assurance that slavery or human trafficking is not occurring either within our business or in our Supply Chain.

The requirements of this Policy apply to the CCS Group Workforce. CCS further requires that all organisations it contracts with have, as a minimum, an equivalent commitment to ensuring the absence of Slavery or Human Trafficking in all aspects of their dealings with the CCS Group.

The requirement for this Policy arises from the Modern Slavery Act 2015 (the Act) which defines modern slavery as occurring in various forms including:

- Servitude
- Forced or compulsory Labour
- Human Trafficking

All of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The requirements of this Policy are communicated to all of those affected by it through various mechanisms including the Intranet, Emails, Toolbox Talks, and Briefings or similar forums.

All of the Group's activities are subject to a Programme of Audits, Inspections and Observations aimed at assuring the ongoing effective implementation of its Policies. Any issues identified as requiring remedial action are assigned to those persons best placed to rectify them and actions are monitored through to completion.

Should the CCS Group identify any issue of concern, in contravention of the Act, then it will bring such instances to the attention of the appropriate authorities and will work with such authorities to ensure the most timely and effective resolution of such issues.

This Policy is subject, as a minimum, to annual review to ensure that it continues to reflect the absolute commitment of the CCS Board to the opposing of Slavery or Human Trafficking in any form. To this end, the Board asks everyone to engage with this Policy in ensuring the achievement of this goal.

Michael Horgan
Managing Director

May 2020



**POSITIVE
THINKING**
DELIVERS SAFETY