Ethical Labour Principles

At Briggs & Forrester Group, we are committed to upholding the highest standards of ethical labour practices across all areas of our operations. We recognise our responsibility to ensure that everyone working on our projects - whether directly employed, subcontracted, or engaged through labour agencies - is treated fairly, with dignity, and in accordance with UK employment laws and international human rights standards.

This **Ethical Labour Principles** document sets out the expectations we place on our own employees and entire supply chain, including contractors, subcontractors, agency partners, and direct workers. It reflects our commitment to promoting fairness and integrity, ensuring safe and decent working and living conditions, and preventing exploitation in all its forms, including modern slavery and human trafficking.

These principles are aligned with the UK Modern Slavery Act 2015, the Ethical Trading Initiative (ETI) Base Code, and relevant Health & Safety and employment legislation. They are designed to foster a culture of transparency, accountability, and continuous improvement throughout our projects and business activities.

All employees and our supply chain are expected to read, understand, and adhere to these principles. By doing so, we collectively contribute to a responsible construction industry that respects the rights and wellbeing of every worker.

1. Fairness and Integrity

We commit to conducting all business with honesty, transparency, and respect. All employees and supply chain must:

- Treat workers with dignity and respect.
- Avoid any form of discrimination, harassment, or exploitation.
- Uphold anti-bribery and anti-corruption standards.

2. Employment Standards

All workers must be employed in accordance with UK employment laws, including:

- Written contracts outlining terms and conditions.
- Clear communication of rights, responsibilities, and entitlements.
- Compliance with the National Minimum Wage and Living Wage standards.

3. Working Conditions

We are committed to providing and require safe, healthy, and respectful working environments, which includes:

- Compliance with Health & Safety legislation.
- Provision of adequate welfare facilities.
- Regular risk assessments and safety briefings.

4. Living Conditions

Where accommodation is provided:

- It must be safe, hygienic, and meet UK housing standards.
- Workers must not be charged excessive fees or face restrictions on movement.

5. Mobility and Access to Documentation

All workers must:

- Be able free to retain control of their personal identification and legal documents.
- Be free to leave employment with reasonable notice.
- Not be subject to restrictions on movement or communication.

6. Recruitment Practices

All recruitment must be:

- Free from fees charged to workers.
- Transparent and fair.
- Conducted by licensed and ethical agencies.

Agencies must disclose all deductions and fees in writing prior to engagement.

7. Education and Training

We support continuous learning and awareness:

- Mandatory induction training including modern slavery awareness.
- Access to ongoing professional development.

8. Worker Representation

Workers must be free to:

- Join trade unions or worker associations.
- Elect representatives without interference.
- Participate in collective bargaining where applicable.

9. Grievance Mechanisms and Access to Remedy

We require:

- Clear, confidential, and accessible grievance procedures.
- Timely investigation and resolution of complaints.
- Protection against retaliation for raising concerns.

10. Modern Slavery and Human Trafficking

Regarding modern slavery:

- All supply chain partners must comply with the Modern Slavery Act 2015.
- Regular audits and due diligence will be conducted.
- Any breach will result in immediate review and potential termination of contract.

11. Personal Protective Equipment (PPE)

In line with PPE regulations:

- All workers, including self-employed, must be provided with necessary PPE.
- PPE must meet safety standards and be fit for purpose.
- Costs must not be passed on to workers.

12. Monitoring and Compliance

We will:

- Conduct regular due diligence, audits and site inspections.
- Require supply chain partners to report on compliance.
- Provide support and training to improve ethical standards.

Commitment

All employees and supply chain partners must commitment to upholding these principles and ensure ethical labour practices throughout their operations.