



Village House, Eleventh Street, Trafford Park, Manchester M17 1JF

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Gariff Construction & Joinery (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2016.

B) ORGANISATIONAL STRUCTURE

Gariff Joinery commenced trading in 1986 and in March of 1993, Gariff Construction Ltd was formed. We quickly established ourselves in the joinery, fit-out and construction industry working for carefully selected clients. Gariff work with companies nationwide and operate from premises based in Trafford Park Manchester.

C) DEFINITIONS

The organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

E) SUPPLY CHAINS

The organisation has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values



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F) STEPS

The organisation reserve the right to carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its supply chains, including conducting a review of the controls of its suppliers if necessary.

The organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the organisation has taken the following steps to ensure that modern slavery is not taking place:

- Use of labour monitoring and payroll systems

G) POLICIES

Gariff Construction & Joinery has the following policies which further define its stance on modern slavery

- Corporate Social Responsibility Policy
- Ethical Conduct Policy
- Equal Opportunities Policy

For Gariff Construction & Joinery

A handwritten signature in black ink, appearing to read "G.S. Chew". The signature is written over a horizontal line.

Date 8th October 2016

G.S Chew- Managing Director
