

Introduction and Scope

As a leading suspended ceilings and partition contractor, BPC Interiors Ltd. work on new builds, refurbishments, and fit outs, for construction companies across the UK. Providing exceptional client service is key to our success and continual improvement.

This policy is in accordance with Section 54, Part 6 of the Modern Slavery Act 2015, and sets out BPC Interiors intentions in relation to ensuring slavery and human trafficking is not taking place in its business or supply chain.

BPC Interiors Ltd. has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all its business dealings and relationships. and to implementing and enforcing effective systems and controls to identify and help ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chain.

The term 'modern slavery' describes anyone forced into labour, owned, or controlled by an 'employer', treated as a commodity (i.e. bought or sold) or physically constrained. Human trafficking describes the practice of illegally transporting someone from one area or country to another, usually for the purposes of being sold into modern slavery. A person does not need to be taken out of their home country to be considered a victim of human trafficking. However, it is commonly accepted that most of modern slaves in the UK are trafficked from overseas to work in the agricultural, construction, hospitality, manufacturing and car washing industries. Additionally, many adults and children are trafficked and sold for domestic slavery or sexual exploitation.

Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many ways. There is a spectrum of abuse, and it is not always clear at what point, for example, poor working practices and lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour. However, the Company accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe, and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

The relationship with most of our supply chain has been established over many years. Our client relationships are built on a philosophy of total dedication, collaboration and transparency. All new supply chain partners must undergo a rigorous prequalification approval process. All new and existing partners are expected to comply with the Modern Slavery Act 2015 and BPC Interiors values and policies in this regard.

Policy Application

The prevention, detection, and reporting of modern slavery in any part of the Company's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for the Company or under the Company's control. You are required to highlight and avoid any activity that might lead to a breach of this policy.

If you believe or suspect a breach of or conflict with this policy has occurred or may occur, you must notify your line manager or director. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of the Company's business or supply chains as soon as possible. If you are unsure about whether a particular act, the treatment of workers or their working conditions within any of the Company's supply chains constitutes any of the various forms of modern slavery, please raise it with your line manager or director. You can also contact the government's Modern Slavery Helpline on **08000 121 700** for further information and guidance on modern slavery.

BPC Interiors Ltd. aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if those concerns are proven to be unfounded. The Company is committed to ensuring that nobody suffers any detrimental treatment or victimisation, as per described in the 'Whistleblowing Policy', as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

All supply chain partners are required to have their own anti-slavery and human trafficking policy, or at the very least, agree to comply with BPC Interiors one.

BPC Interiors Ltd. conduct right-to-work checks of their workforce in accordance with the Immigration, Asylum and Nationality Act 2006, and expect all supply chain to do the same. This is reinforced for site operatives whilst attending a site induction.

Responsibility for the Policy

The Managing director and Commercial director hold overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations. The Operations Director (for the Northern Division) and the Director of Operations (for the London Division) have day-to-day responsibility for implementing this policy and monitoring its use and effectiveness. They are also responsible for investigating allegations of modern slavery in the Company's business or supply chains.

Line managers are responsible for ensuring that those reporting to them understand and comply with this policy.

Breach of the Policy

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct. BPC Interiors Ltd. may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

Communication & Training

Email information is sent to all BPC Interiors Ltd. staff and supply chain with this policy document as an attachment and requesting for the recipients to read and get well familiarised with BPC Interiors Ltd. policy on Anti-Modern Slavery & Human Trafficking.

A copy of this policy will be available on all BPC Interiors Ltd. sites and at the London and Manchester office.

During the course of 2026 all new BPC Interiors Ltd. staff will receive relevant training on Modern Slavery, as part of their Induction training.

This policy will be reviewed annually.

Signed: _____



Tom Knight,
Managing Director