

Anti-Slavery and Human Trafficking Policy

Allround Service is committed to doing business in a manner that supports our high standards of business conduct and values. Our employees are prohibited from engaging in any practice, or conducting business with any supplier that constitutes human trafficking. This includes, but is not limited to, a strict ban on all of the following activities:

- Using forced labour in the performance of any work.
- Using or allowing the use of any of the company's facilities, resources or equipment to assist human trafficking.
- Withholding or destroying an employee's identity or immigration documents or preventing access to them.
- Using misleading or fraudulent practices during the recruitment of candidates, or when offering employment or contract roles.
- Charging employees recruitment fees.
- Failing to provide return travel arrangements for employees legally transported to another country to perform work.
- Providing or arranging housing that fails to meet the host country's housing and safety standards.
- Neglecting to issue an employment contract or appropriate work documentation, as required by the relevant legal systems.

Reporting requirements

All employees have a responsibility to ensure this policy is followed. Employees must be vigilant and immediately report, whenever appropriate, all situations that come to their attention whether on the company's premises or as part of its operations, where human trafficking is suspected or appears to be intended. All employees are required to report any concerns and must promptly inform their manager of any such violations.

Allround Service will take immediate and appropriate disciplinary measures against anyone found to be in violation of this policy, up to and including termination of employment, other agreements, and agency arrangements.

Policy enforcement

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct. We may terminate our professional relationship with other individuals and organisations working on our behalf if they breach this policy.