



Prevention of illegal working Policy

All appointments at the Partnership are subject to eligibility to work in the UK. All employees are required to produce evidence of their entitlement to work in the UK on or before the first day of employment.

If you are a member of a non-EEA state, you must hold a visa permitting you to work in the UK for the entire duration of your employment at the Partnership.

The immigration regulations are UK law and the Partnership has no influence in their application. It is the responsibility of all employees to ensure that they have and maintain all required documentation to work in the UK for the duration of their employment at the Partnership. The Partnership will have no alternative but to remove individuals from the staff and payroll if visa documentation is not complete.

Anti-Slavery Statement

The Partnership fully supports the Modern Slavery Act 2015.

We carry out thorough due diligence on all of our major supply chain partners and will - for any new major contractor or supplier - take steps to ensure confirmation of their compliance with the Act.

Modern slavery and human trafficking policy

The Partnership is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Partnership acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within the organisation.

As part of the Partnership's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The Partnership will not support or deal with any business knowingly involved in slavery or human trafficking.

The Partners and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR department upon request.



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Entitlement to work in the UK (all employees)

All employees are required by law to produce evidence of their entitlement to work in the UK on or before the first day of employment. The following will be accepted as evidence of entitlement to work in the UK:

- A UK passport;
- A passport or national identity card of a European Economic Area (EEA) state and if relevant, any worker registration or other supporting documentation; or
- A passport from a non-EEA state, the relevant endorsement showing that the holder is permitted to live and take employment in the UK and, if relevant, any additional required documentation (e.g. documentation from the UK Border Agency, evidence of student status, Biometric card).

Please bring the relevant documentation to a Partner. Employees who do not produce evidence of their entitlement to work in the UK on or before their first day of employment cannot commence employment and will not receive their salary payments.

VIKTOR BOHDANYUK - DIRECTOR - 14.02.19



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