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Slavery and Human Trafficking Policy Statement

Ipswich Parking Services Limited holds a zero-tolerance policy towards modern slavery and any human trafficking within any part of its business nor within connection to any external company. Ipswich Parking Services Limited ensures that all business activities will be dealt with in an open, honest and transparent way and should any problem arise, that it is dealt with in the appropriate way and in a manner that is seen as suitable. All members of staff from directors to ground staff will be treated with the upmost respect and integrity and we as a company expect our staff to act in the same manner.

As detailed in our contractual agreements with staff, we aim to give the platform for any member of staff to speak out against something that they feel is inappropriate without the fear of being discriminated against and feeling threatened in the workplace. No member of staff, regardless of their role, payment structure, race, religion, sex or any other discriminatory factor should nor feel discriminated against in the workplace by any other colleague nor management. Each member of staff has the breakdown of what they must do in a situation should it arise and management will be on stand by and ready to act upon any complaint made.

All members of staff have been handed our policy on slavery and human trafficking and what to do in the event. They are instructed to look out for both males and females who may be acting out of character, look ill and malnourished or have a suspicion that the member of staff is working for much less than the minimum wage and in some cases for no money at all.

In the event that a subject has been identified, Ipswich Parking Services Limited ensures that the correct governmental bodies are contacted to limit any further time that an individual may be at risk of harm or exploitation. Ipswich Parking Services Limited will work closely with the relevant bodies to support not only the victim, but the member of staff.

Ipswich Parking Services Limited will continue to review its processes and procedures with its suppliers to ensure potential risks in our supply chains are identified, assessed, mitigated and monitored. Should Ipswich Parking Services Limited work closely with any new company that it as a company has not been verified, we ensure that detailed questionnaires will be completed to ensure the safety of all involved.

Ipswich Parking Services Limited staff receive no less than the prescribed minimum wage laid out by government and we apply robust immigration checks, and expect the same standards from our suppliers.

Our Anti-Modern Slavery and Human Trafficking policy will be reviewed on a regular basis by or on behalf of the Director(s) of the company.

E. Roberts

Director

Ipswich Parking Services Limited