

Ethical Employment Policy

15 November 2024

Last reviewed: 15 November 2024



Policy Statement

Pellikaan Construction Limited (Pellikaan) runs its business in an honest, ethical, and fair manner. We treat all of our employees and those within our subcontractors and supply chain with respect, integrity, and openness.

We are committed to the highest standards of ethical employment. This applies throughout our organisation, and we aim to ensure fair and inclusive treatment of those we employ and positively influence our supply chain to do the same.

We comply with all applicable laws and regulations, including (although not intended to be listed exhaustively) the: Worker Protection (Amendment of Equality Act 2010); Equality Act 2010; Modern Slavery Act 2015; The Bribery Act 2010; The Immigration, Asylum and Nationality Act 2006.

Scope

This policy applies to all Pellikaan employees, sub-contractors and to our supply chain.

Commitments

- Pellikaan will pay all its employees at least the Living Wage. Our policy is published widely to employees.
- We comply with all applicable UK employment laws that cover employee rights, worker's rights and rights for the self-employed.
- We ensure that new recruits to our business based in the UK have completed a pre-employment Right to Work check.
- We operate fair recruitment, employment, promotion, remuneration and retention practices basing our decisions on merit and equality in line with our legally compliant Equality Policy. These decisions are free from discrimination based on gender, race, religion, age, disability or other protected characteristics.
- We provide a safe working environment through application of our legally compliant Health & Safety Policy, effective identification and management of risks and hazards and a focus on the wellbeing of all employees and sub-contract personnel. Toolbox Talks, presentations and comprehensive training are in place to support this.
- We promote dignity and respect and operate an inclusive culture with zero tolerance to violence, harassment, intimidation and abuse.
- We have a zero-tolerance approach to modern slavery, human trafficking, forced labour and exploitation of people. (See Pellikaan Anti-Slavery and Human Trafficking Policy).
- We recognise the rights of our employees to join trade unions and do not discriminate against them if they choose to do so or become involved in collective bargaining.

Supply chain expectations

- Our sub-contractors and suppliers are made aware of the Pellikaan Living Wage Policy as part of our procurement process and must comply fully with it.
- We expect our subcontractors to provide evidence of compliance with the Modern Slavery Act 2015 and Worker Protection (Amendment of Equality Act 2010) and Equality Act 2010, with similar policy approaches in place to those of Pellikaan.
- All must operate transparent approaches to recruitment and prevention of exploitation, with demonstrable fair working conditions in place.
- Employment agencies, recruitment agencies and third parties that provide workers to our supply chain must operate ethical employment practices and be able to provide evidence of these.

- Suppliers will be made aware that Pellikaan has the right to cancel their contract should any incidences of modern slavery or failure to meet ethical standards come to light. Illegal practices will be reported to the authorities.

Communication and training

All new employees receive induction training and are issued with a copy of our Ethical Employment Policy. This covers our legally compliant policies, procedures and working practices, including Ethical Employment, Anti-Slavery and Human Trafficking, Equality and diversity (together with all other Pellikaan policies).

Refresher training takes place periodically, and normally at least on an annual basis. This covers legal expectations, policy approach, application of our policy in the workplace, best practice and reporting issues.

We also provide refresher training where prompted by changes in the law or by changes in best practice.

Responsibilities

All those working for Pellikaan have a responsibility to identify, prevent, and report unethical employment in any part of the business or its supply chain.

Any potential breaches of policy should be reported to the Managing Director, who will take immediate action surrounding these and will engage the authorities as required. Alternatively, employees and former employees are able to use the Pellikaan Whistleblowing Policy.

Employees must not engage in, facilitate, or fail to report any activity that might support or suggest a breach of this Ethical Employment Policy.

Policy review

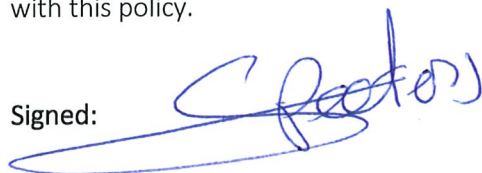
This policy will be reviewed periodically, and normally on an annual basis to ensure continued compliance with the law and continued application of effective practices.

Responsibility and authorisation

This policy has been approved at the highest level within Pellikaan, carrying authorisation by our Managing Director (MD) on behalf of the board of directors. The board, led by our MD, is responsible for compliance with our legal and ethical obligations and for the implementation of this policy.

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

Signed:



Date: 15 November 2024

Name: Gert-Jan Peeters

Designation: Managing Director