



Modern Slavery, Human Trafficking & Illegal Workers Policy Statement

Here are the steps CWC360 Ltd has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

We monitor and review our right to work for ALL employees, self employed, contractors and agency workers on a monthly basis to ensure compliance with end dates.

Our commitment to the principles of the Modern Slavery Act 2015

CWC360 Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. We want all our employees to feel confident that they can identify wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees, contractors, self employed and agency workers are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. Through the recruitment process and procedures we obtain the necessary identification as required. The documents obtained and used to verify right to work are compliant with the Home Office Full guide for employers on preventing illegal working in the UK. We retain all documents for a minimum of a 2 year period after employment with the Company has ceased.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

We have an obligation and commitment to ensuring that ALL current and potential employees have the right to work in the United Kingdom as is required under law of sections 15 to 25 of the Immigration, Asylum and Nationality Act 2006.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chain is small and approved via our ISO quality systems and we procure goods and services from a restricted range of UK suppliers.



Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all employees through induction and head office:

- Employee and Company Handbook
- Equal Opportunities Policy
- Anti Bribery Policy
- Ethical Trading Policy
- Recruitment Manual
- Training Manual

Embedding the principles

We will continue to embed the principles through:

Providing awareness training to employees on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking

Ensuring that consideration of the modern slavery risks and prevention are added to CWC360 Ltd policy review process as an employer and procurer of goods and services

Making sure CWC360 Ltd procurement strategies and contract terms and conditions include references to modern slavery and human trafficking

Continuing to take action to embed a zero tolerance policy towards modern slavery

Ensuring that employees involved in buying or procurement and the recruitment of employees receive training on modern slavery and ethical employment practices

This statement will be reviewed and updated every year.

A handwritten signature in black ink that reads 'Stephen Teare'.

Mr Stephen Teare
Managing Director
CWC360 Limited
28.09.2025