



Modern Slavery and Human Trafficking Policy

Issued: March 2025 Next Review: March 2026

1. Policy Statement

Arrivals Star Ltd is committed to conducting business ethically and with integrity. We have zero tolerance for modern slavery and human trafficking in any form and are dedicated to preventing such practices within our own operations and supply chains. This policy sets out our responsibilities under the Modern Slavery Act 2015, particularly Section 54 relating to transparency in supply chains. Examples of modern slavery include forced labour, servitude, child labour, and sexual or criminal exploitation for commercial gain.

2. Scope

This policy applies to all employees, directors, self-employed contractors, suppliers, and third parties acting on behalf of Arrivals Star Ltd across all areas of the business.

3. Our Commitments

- We take a zero-tolerance approach to modern slavery.
- We comply with all applicable legal obligations, including the Modern Slavery Act 2015.
- We promote transparency, integrity, and accountability in all our operations and relationships.
- We take proactive steps to prevent, detect and respond to any suspected instances of modern slavery.



4. Due Diligence and Risk Management

- All new suppliers undergo vetting to ensure they share our values and comply with legal obligations.
- We prohibit subcontracting without prior written approval to maintain visibility over our supply chain.
- Our procurement and recruitment procedures include checks to minimise risk.
- We monitor relationships with partners to assess ethical compliance.

5. Recruitment Safeguards

- Local Authorities conduct comprehensive right-to-work checks for all drivers and workers.
- All drivers and staff are required to provide valid licensing and identity documentation.
- Enhanced DBS checks are carried out as part of our safeguarding process to ensure public safety.

6. Staff Responsibilities and Training

- All employees and contractors must read, understand, and comply with this policy.
- Staff are encouraged to raise concerns at the earliest stage via confidential reporting channels.
- Training is included in induction and refreshed as necessary.
- Staff will not suffer detrimental treatment for reporting concerns in good faith.



7. Supplier and Partner Expectations

- We expect suppliers, including service and office providers, to comply with ethical standards.
- Supplier contracts may include clauses relating to compliance with modern slavery laws.
- We may seek assurance from suppliers or conduct audits where appropriate.

8. Breaches and Consequences

- Any suspected breach will be taken seriously and investigated.
- Breaches by employees may lead to disciplinary action.
- Breaches by suppliers may result in contract termination.

9. Continuous Improvement

- We are committed to reviewing and improving our systems and processes regularly.
- Suggestions and feedback from employees on improving the policy are welcomed.

10. Contact and Reporting

To report concerns or suspected breaches, staff or third parties can contact:
manager@arrivalsstar.co.uk or call 01925 211211.

All reports will be handled confidentially.