

# TUTELA GROUP

## POLICY DOCUMENT

MODERN SLAVERY  
ACT POLICY



# Modern Slavery Act Policy

## 1. Introduction

Tutela Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We acknowledge our responsibility under the Modern Slavery Act 2015 and strive to ensure ethical practices are upheld across our facilities support and construction services.

## 2. Our Business and Supply Chains

Tutela Ltd provides facilities support and construction services across various sectors. We work with a diverse supply chain, including contractors, suppliers, and service providers. We recognise the potential risks of modern slavery within the construction and facilities management industries and are committed to mitigating these risks.

## 3. Our Commitment to Preventing Modern Slavery

We are dedicated to ensuring that slavery, forced labour, child labour, and human trafficking have no place within our business or supply chains. To achieve this, we commit to:

- Conducting due diligence on all suppliers, subcontractors, and business partners to ensure compliance with our ethical standards.
- Requiring all suppliers and subcontractors to adhere to our Modern Slavery Policy.
- Providing training to employees to

help them identify and report any signs of modern slavery.

- Implementing a whistleblowing policy that allows employees and third parties to report any concerns regarding modern slavery confidentially.
- Reviewing our policies and practices annually to ensure they remain effective in combating modern slavery.

## 4. Risk Assessment and Due Diligence

Tutela Ltd assesses the risk of modern slavery in our operations and supply chain through:

- Evaluating the geographic and sector-specific risks associated with our industry.
- Conducting audits and supplier assessments to identify high-risk areas.
- Ensuring contractual obligations require suppliers to comply with the Modern Slavery Act 2015.
- Engaging with suppliers to promote ethical labour practices.

## 5. Training and Awareness

We provide training to our employees to ensure they understand the risks of modern slavery and can identify and report any potential violations. Our training includes:

- Awareness sessions on modern slavery and human trafficking.
- Guidance on reporting concerns safely and confidentially.
- Regular updates on best practices for identifying and mitigating modern slavery risks.

## **6. Reporting and Whistleblowing**

Tutela Ltd encourages a culture of transparency and accountability. We provide multiple channels for employees, suppliers, and stakeholders to report concerns about modern slavery. Reports can be made confidentially via:

- A dedicated email address for ethical concerns.
- Anonymised reporting mechanisms for employees.
- Direct communication with senior management or HR representatives.

## **7. Monitoring and Review**

This policy will be reviewed annually to ensure its continued effectiveness. We are committed to improving our processes and working collaboratively with stakeholders to prevent modern slavery and uphold human rights.

## **8. Approval and Endorsement**

This policy has been approved by the senior management of Tutela Ltd and will be actively enforced across our operations and supply chains.

Signed: Robert Taylor  
Position: Managing Director  
Tutela Ltd  
Date:17/11/25

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