

Migrant Worker Policy

Who is migrant worker?

A migrant worker is someone who comes to the UK from abroad to work. They might have come to take up skilled, seasonal or other work and will generally intend returning back to their home country after a set period of time.

Context and Risk

The use of migrant labour is becoming increasingly prevalent in global supply chains as workers seek more rewarding employment opportunities. Unfortunately, migrant workers are often vulnerable to exploitation due to little social protection and inequalities in the labour market.

Poor and exploitative recruitment can lead to debt bondage, forced labour, unacceptable employment conditions and sometimes human trafficking.

Our Commitment

Town & Country Aggregates is committed to ensuring that migrant workers in our operation and supply chains are treated with due respect for their human rights in accordance with local and international law.

Town & Country are committed to fully and consistently supporting our suppliers/partners who provide transparency on conditions and practices and actively engage in the process of developing and delivering agreed, time bound improvement plans where necessary.

Supplier Obligations

Town & Country Aggregates requires our suppliers/partners to adopt these policies and put management systems in place for the safe and fair employment of migrant workers within their own operations and those of their supply chain. We expect suppliers to;

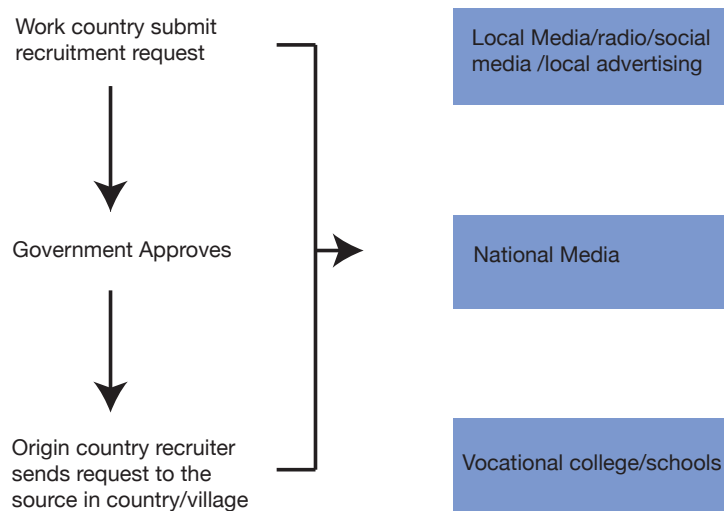
- Ensure the applicable recruitment laws in both the host country and the country of origin of migrant workers are adhered to.
- Ensure suppliers are hired responsibly and not indebted to recruitment agencies, labour providers or the employer.
- Ensure workers receive adequate training and that their welfare and legal rights are protected.
- Ensure all sites migrant workers are engaged or housed in are regularly monitored and inspected.
- Disclose the number of migrant workers employed within their facility/facilities to Town & Country Aggregates LTD

Migrant Worker Management System

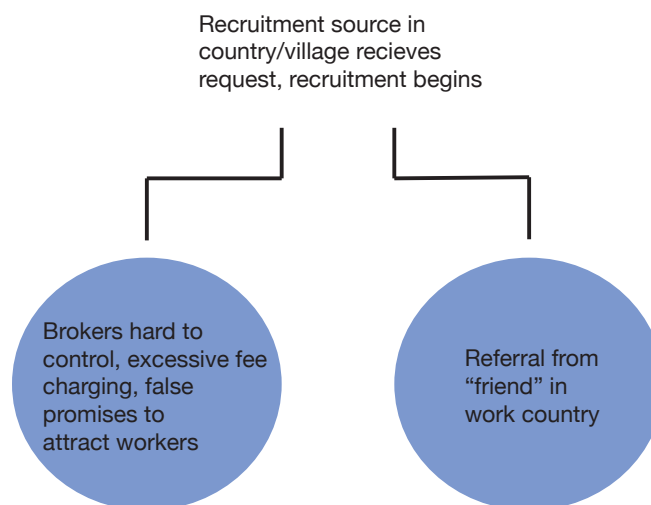
Principles for migration with dignity

1. No fees are charged to migrant workers
2. All migrant worker contracts are clear and transparent
3. Policies and procedures are inclusive
4. No migrant workers' passport or ID's are retained
5. Wages are paid regularly and on time
6. The right to worker representation is respected
7. Working conditions are safe
8. Living conditions are safe and comfortable
9. Access to remedy is provided
10. Freedom to change employment is respected, safe return guaranteed

Recruitment process



Recruitment Risk



Interview and selection risks

- Workers not provided with comprehensive information on terms and conditions
- Threatened and coached to report no fees paid
- Deposits or passports held to guarantee workers depart to country
- Workers take loans to pay fees/obtain documents:
 - Passport application
 - Immigration security checks
 - Medical checks
 - Travel

Post Arrival - Salary deducted to pay off the recruitment debt leaves very little income.

Town & Country Aggregates would take the correct channels and checks to ensure the risks are low to ensure the above does not happen to the migrant worker.

Right to Work

- All migrant workers should have to legal right to work in the destination country/territory. This includes ensuring migrant workers obtain valid work permits.
- Records must be made of any expiry dates for passports and temporary work visas/permits and suppliers must ensure migrant workers obtain renewals before their expiry date.
- Suppliers must ensure all migrant workers are enrolled in the UK tax and security systems and have their own bank accounts.
- The bank account can be in the country of the workers choosing

Legal protection

- All migrant workers will be given a clear written contract that includes all terms conditions of their employment
- Contracts will be legally enforceable
- All migrant workers will have to freedom to return home at the end of their employment.
- All migrant workers shall be free to terminate their employment with reasonable notice.
- We will not hold their documents (passports etc.)
- Employment documentation will be available to workers.
- Workers are free to join trade unions.
- All earnings will be paid directly to the worker

Discrimination

- Migrant workers will not be treated less favourably than other workers performing similar roles.
- Migrant workers will have the same freedom as local workers to leave employment and seek work elsewhere.
- Migrant workers will have equal and appropriate access to training, promotional opportunities, working hours, pay, overtime and benefits.