

### **Modern Slavery and Human Trafficking Statement by Bywaters**

Bywaters commitment to respect employees in the workplace includes its full support to the Modern Slavery Act 2015 and efforts to promote ethical principles and practices related to the prevention exploitation and abuse associated with modern slavery and human trafficking.

Bywaters expects commitment to these principles from its supply chain and will not support or do business with suppliers knowingly involved in slavery or human trafficking.

Bywaters values are that everyone should expect to be treated with dignity and have decent working and employment conditions including a salary which would not be below the minimum wage for the country in which employed. We will ensure fairness in recruitment of all employees, both permanent and temporary without discrimination. All of our employees have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct.



3/4/2017.