

Equality & Modern Slavery



Castle Group Scotland Ltd (CGSL), although not required to publish a full Slavery and Human Trafficking Statement, ensure that they conduct their business in a transparent, honest, and ethical manner. CGSL take a zero-tolerance approach to modern slavery and human trafficking within the company and its supply chain. CGSL are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

CGSL provide training to staff, with particular focus on those involved in procurement or with responsibility for supply chain management, in order that they can recognise signs of slavery and human trafficking and report suspicions accordingly.

CGSL review their contractual arrangements with suppliers to ensure that they comply with the Modern Slavery Act 2015. CGSL requires new and existing suppliers to complete a questionnaire and confirm their compliance to the Modern Slavery Act 2015.

CGSL employees receive no less than the prescribed national living wage. CGSL apply robust immigration checks as required and expect the same standards from our suppliers.

CGSL believes every employee is entitled to a working environment that promotes dignity, equality, and respect for all. CGSL will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic, for example:

- sex,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race (including ethnic origin, colour, nationality and national origin),
- disability,
- sexual orientation,
- religion and or belief, and,
- age.

Discrimination based on work pattern (e.g., part-time working, fixed term contract, flexible working) which is unjustifiable, will also not be tolerated. All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development, and progression opportunities in the company. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability. No form of intimidation, bullying or harassment will be tolerated.

Signature:

Alan Ford, Director

Review Date:

01 February 2024

Next Review Date:

31 January 2025