

Purpose

Taylor and Fraser are committed to upholding human rights across all construction sites, supply chains, and business operations. We align with international human rights standards, including the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

We recognize that the construction sector has high-risk areas related to labour rights, health & safety, supply chain ethics, and migrant worker protections. This policy outlines our approach to preventing human rights violations in these areas.

Scope

This policy applies to:

All employees of Taylor and Fraser.

Subcontractors, suppliers, and business partners working on construction projects.

Joint venture partners and other stakeholders engaged in our supply chain.

Human Rights Commitments in Construction

- **Fair Wages & Employment Conditions** - We ensure fair wages that meet or exceed legal minimum wages. Employees receive appropriate rest breaks, working hours, and overtime pay. Employment contracts are provided in a language understood by workers.
- **Health & Safety on Construction Sites** - We maintain safe and compliant construction sites in line with UK Health & Safety Regulations. We provide Personal Protective Equipment (PPE) and enforce its use. Regular safety training and toolbox talks are conducted for all workers. We promote a zero-tolerance policy on unsafe work practices.
- **Forced Labour, Human Trafficking & Modern Slavery Prevention** - We prohibit all forms of forced labour, human trafficking, and bonded labour. We do not withhold passports, wages, or identification documents from workers. Our recruitment practices ensure ethical hiring of migrant workers.
- **Prevention of Child Labour** - No worker under 18 years is allowed on-site for hazardous work. We require proof of age documentation for all workers.
- **Freedom of Association & Worker Representation** - Workers have the right to join trade unions and participate in collective bargaining. No worker faces retaliation for raising concerns about working conditions.
- **Ethical Supply Chain in Construction** - We conduct due diligence on suppliers and subcontractors to ensure ethical labour practices. We prefer suppliers that use sustainable materials and ethical sourcing. Regular audits carried out to check compliance with human rights standards.
- **Grievance Mechanism & Whistleblowing** - Workers can report human rights violations confidentially without fear of retaliation. An independent complaint mechanism is in place to handle grievances.

Implementation & Monitoring

Training: All employees, contractors, and suppliers receive human rights training.

Site Audits: Regular labour and safety audits are conducted at construction sites.

Policy Enforcement: Violations may result in corrective action, contract termination, or legal consequences.

Compliance & Legal Framework

This policy aligns with:

UK Modern Slavery Act (2015)

Construction (Design and Management) Regulations 2015 (CDM Regulations)

Health and Safety at Work Act 1974

ILO Conventions on Labour Rights

OECD Guidelines for Multinational Enterprises

Review & Accountability

This policy is reviewed annually by the Compliance/HR/Health & Safety Department and approved by CEO/Board of Directors. For concerns or to report human rights violations, contact: HR/Compliance Contact Email.

Name: Andrew Norris

Position: Managing Director

Signed: 

Date: 08.09.2025