**Forced Labour/Prison Labour/Child Labour**

While the technological, social and legal developments of the past centuries have brought about great advancements in many respects, unfortunately, there are still many deep injustices existent in the world. Unsettlingly, many of these are perpetuated by unethical business practices. While the law is a great tool which regulates many aspects of business, there are still many instances where profit is put over humanity.

Bell & Bain are, of course, an equal opportunities and responsible employer (please see our separate Modern Slavery and Social Responsibility Statements). As stated there, the beliefs of Bell & Bain are the antitheses of human trafficking, slavery, servitude, forced labour or child labour and exploitation of any individuals’ liberties. Any relevant authorities, law enforcement or otherwise, would have the full and immediate support of Bell & Bain Ltd in the pursuit of any individual or entity involved in, or suspected of being involved in, any operations in contravention of the relevant legislation.

All Bell & Bain prospective employees have the moral and legal right to freely enter into employment with no risk of retaliation or retribution for refusing to do so. Similarly, all Bell & Bain employees have the moral and legal right to freely terminate their employment in accordance with the Bell & Bain notice period established in the employee’s contractual terms.

No involuntary work shall be performed by prisoners who have not been convicted in a court of law and whose work is not supervised by a public authority. Nor shall ay involuntary work be performed by a prisoner for the benefit of the company. There is no aspect of any Bell & Bain process which includes the use of Prison Labour. This has been the case throughout the history of the company – and will continue to be the case indefinitely.

Bell & Bain offer great professional opportunities for young people and are firm believers in supporting the apprenticeship programmes offered in Scotland. Of course, there is no room for exploitation of this practice, nor is there any place for hiring people below the legal working age of 16. This is ensured through our substantial application and induction process, where proof of identification is fully proven and logged (proof of passport, national insurance number, drivers license if possessed, birth certificate, etc). Additionally, a Young Workers Risk Assessments procedure is carried out to ensure not just the legal validity of those employed by Bell & Bain, but the professional and personal protection, safety and growth of the individual – managed by all managers interdepartmentally.

We only work with well-established suppliers that have the correct and relevant qualifications/experience/accreditations and ethos/business practices that are in line with our own. We also do our own regular due diligence with all our suppliers on an on-going and regular basis to ensure they adhere to the standards we set as part of our own in-house ISO procedures. (See also our Anti-Bribery Statement).



Stephen Docherty
Chairman