

## **C. BASTOCK (CONTRACTS) LTD**

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

#### **INTRODUCTION FROM THE MANAGING DIRECTOR**

C. Bastock (Contracts) Ltd has published a modern slavery and human trafficking statement, in order to exercise due diligence and voluntarily comply with the provisions in the Modern Slavery Act 2015. We acknowledge our responsibilities in being alert to the risks (however small) in our business and in the wider supply chain. We are therefore committed to an ongoing review of our internal and external practices in relation to both our workforce and supply chains.

#### **OUR BUSINESS**

C. Bastock (Contracts) Ltd is an independent, family-owned and operated funeral directors operating wholly in the United Kingdom. The principal activity of our business is the supply of funerals and other funeral related activities to the general public and other funeral suppliers and intermediaries. Our head office is based in Solihull, West Midlands.

#### **DEFINITIONS**

Modern slavery is the severe exploitation of other people for personal or commercial gain. The Company considers that modern slavery encompasses the following: Human trafficking, forced labour, debt bondage/bonded labour, slavery of children, sexual exploitation, criminal exploitation, cultural exploitation, organ harvesting trafficking.

#### **SUPPLY CHAINS**

In order to provide personalised and relevant products and services to our clients, we work with a number of different suppliers. We consider some of our key suppliers to be those providing the following products and services:

- Local Authorities
- NHS Trusts and providers
- Coffins, Caskets and related products
- Floral tributes
- Vehicles
- Chemicals
- Uniforms

Most of these services source products for us predominately from UK based suppliers (in one case from an EU supplier). However we have identified that uniform provision may give rise to a higher risk of modern slavery and human trafficking in the supply chain, as it is more likely to involve a complex supply chain.

## POLICY

C. Bastock (Contracts) Ltd does not enter into business with any other organisation (in the United Kingdom or overseas) which knowingly supports or is found to involve itself in modern slavery.

We ensure that relevant suppliers are aware of our Modern Slavery & Human Trafficking commitment, and we continue to ensure that they adhere to the same high standards we expect of ourselves.

No labour provided to the Company in the provision of its services is obtained by means of slavery or human trafficking.

The Company strictly adheres to all minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

## DUE DILIGENCE PROCESSES

In order to identify and mitigate risk we:

- Concentrate the majority of our immediate supply chain within the UK
- Have historically built trusted, long-standing relationships with local suppliers, so limiting the number of suppliers of any particular service (particularly those of higher risk), whilst at the same time balancing this with the risk of reliance on any one supplier
- We consistently make clear to suppliers our expectations of business behaviour
- Have a policy of “knowing our customers and suppliers” to ensure that we are contracting with appropriate individuals and businesses
- Where our supply chain is national or international, our point contact is always with a UK company or branch and we expect these entities to have suitable antislavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt ‘one-up’ due diligence on the next link in the chain. We also accept that it is not practical for us or other participant within the supply chain to have a direct relationship with all the other links of that chain
- Our employees are alert to the risks and are expected to report their concerns, and management are expected to act upon them. We have systems in place to encourage the reporting of these concerns
- Where we have identified that a particular area of our supply chain poses a higher risk of modern slavery and human trafficking, we encourage suppliers to develop a more detailed understanding of the next level of the supply chain, in order to further understand and manage risk.
- Follow best practice in our own recruitment processes, including reference checking and screening protocols, along with other robust identity checking methods

## RISK ASSESSMENT & MANAGEMENT

- The Managing Director has ultimate responsibility in ensuring that the C. Bastock (Contracts) Ltd maintains a zero-tolerance stance towards modern slavery.
- However, all senior staff must also ensure that their practices and interactions with third parties are in accordance with this policy.
- It is also the responsibility of every employee to ensure they escalate any information, or suspicions which lead them to believe that modern slavery practices are occurring.


## KEY PERFORMANCE INDICATORS

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Monitoring the number of suppliers we have for each product and service we offer, in order to continually understand our supply chain risks
- Ongoing dialogue with our suppliers in order to better map the supply chain. Also to glean their understanding of, and compliance with, our expectations.
- Monitoring the number of formal accreditations obtained by our suppliers which are of relevance to combatting modern slavery
- Benchmarking with industry experts and trade associations
- Reporting suspected instances of modern slavery
- Reviewing general training and awareness for all staff about the risks of modern slavery
- Use of staff monitoring and payroll systems

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide briefings to all employees.



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**David Bastock**  
**Managing Director**  
**8<sup>th</sup> July 2024**

This statement is C. Bastock (Contracts) Ltd's Modern Slavery and Human Trafficking statement for the financial year ending 30<sup>th</sup> June 2025