

Canning Conveyor Co Ltd.

Right To Work In The UK Policy

All employers have a legal obligation to ensure that their employees have the right to work in the United Kingdom. This is controlled by the Immigration, Asylum and Nationality Act 2006 ("the Act") and subsequent secondary legislation. It is an offence to employ a person who is not entitled to work in the UK and Canning Conveyor Co. Ltd., has a duty to check that all new employees are entitled to work here. This check ensures that Canning Conveyor Co. Ltd., has taken all reasonable precaution against employing an illegal migrant worker.

Under the Act, employers are liable to payment of a civil financial penalty if they employ a person aged 16 or over who is subject to immigration control and who has no permission to work in the United Kingdom, or who is in breach of their conditions of stay in the United Kingdom. If it is proved that an employer has knowingly employed an illegal migrant worker there is the possibility of prosecution, an unlimited fine and a maximum two year prison sentence.

All external job applicants will be required to produce the necessary original documents (photocopies are not acceptable) which employers must check in accordance with the Act. The onus remains on the potential employee to demonstrate that they are permitted to do the job Canning Conveyor Co. Ltd., is offering and are eligible to work in the UK.

To ensure we do not breach immigration legislation, Canning Conveyor Co. Ltd., will check and record certain specified documents belonging to potential and existing employees. The required documents are set out in List A and List B of the UK Border Agency's guidance notes; these lists will be provided to all potential employees and are available for inspection by all employees through the HR department. These checks must be made before a person starts working for Canning Conveyor Co. Ltd., and once every twelve months during employment thereafter for those who have only provided List B documents.

In complying with our obligations under immigration rules, special care must be taken to ensure Canning Conveyor Co. Ltd., does not unlawfully discriminate against individuals on racial or ethnic grounds or in respect of any other protected characteristic under equality legislation. This policy should be read in conjunction with our policy on diversity in the workplace and Canning Conveyor Co. Ltd.,'s recruitment procedures.

Any Canning Conveyor Co. Ltd., employee who fails to comply with the correct procedures as set out in this policy may be subject to disciplinary charges. Any employee who is subsequently found not to have the right to work in the UK is liable for summary dismissal.

S. Liu

10 Jan 2022





Canning Conveyor

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Sustainability Policy Jan 2022

Canning Conveyors Ltd has a responsibility to minimise our impact on society and the natural environment.

We work closely with our employees, customers and subcontractors on all aspects of sustainability. We strive to balance short and long term interests, and make economic, environmental and social considerations integral to our decision making

We engage in dialogue with our partners and those who are affected by our activities. We maintain a sustainability microsite to facilitate this. We are committed to being a responsible business. This means conducting our activities according to rigorous ethical, professional and legal standards. We will not condone corruption, bribery or unfair competition.

People: adding value for customers, employees, business partners and the community

1. Customers: We strive to exceed client expectations

We work in partnership with our customers to deliver good quality projects on time, safely and with due regard to the environment. We develop low carbon options whenever possible for our customers and encourage them to choose sustainable design, materials and construction methods.

2. Community: We promote good community relations

By its very nature, our activities have slight impact upon the local environment, end users and the wider community. We take a proactive stance in minimising disruption to our neighbours, and seek to make a positive contribution to the local community by including the preferred use of local labour and services.

3. Education: We act as an ambassador for our industry

We encourage young people to consider a career engineering and highlight opportunities such as apprenticeships and graduate programs. When speaking with students, we actively promote the variety of sustainable construction methods in use today.

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4. Employees: We are committed towards our employees

We create a safe and inspiring workplace environment for all our employees enabling them to develop their skill set and contribute to the growth of our business. The commitments to our people are as follows:

- Health and safety – Health and safety is our top priority. We are committed to continually improving the health and safety of our employees, subcontractors and those affected by our activities, including members of the public.
- Equality and diversity – We provide an inclusive working environment where everyone feels valued and respected. We are committed to equal opportunities, and ensuring that we do not discriminate against anyone on the grounds of gender, marital status, race, colour, ethnicity, religion, sexual orientation, disability or age.
- Learning and development – We promote a learning culture and provide opportunities to equip our employees with the skills and knowledge they need to run our business successfully and to extend their personal development.

5. Supply chain: We procure responsibly

We treat our supply chain partners fairly and responsibly. We work with our subcontractors and suppliers to ensure they operate in a safe and environmentally responsible way. Together with our preferred partners we promote and develop sustainable solutions and best practices across the sector.

Planet: we recognise our responsibility to future generations

6. Energy: We strive to reduce our climate change impact

We will improve our energy efficiency, reduce our CO2 emissions and work with our clients to do the same by providing them with low carbon solutions.

7. Resources: We will improve resource efficiency.

We believe in reducing the supply of natural resources used in our products. We collaborate with our clients and supply chain to use alternative materials and methods to optimise the use of raw materials. We also promote measures to recycle and minimise waste.

8. Environment: We will limit our environmental impact.

We take all reasonable measures to ensure that our activities are conducted in a way that minimises our impact on the local environment. We promote good environmental practice and seek opportunities to enhance biodiversity on our construction sites.
Profit: creating economic value

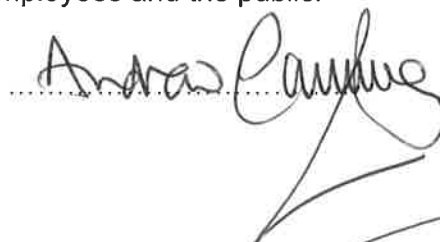
9. Innovation: We innovate to identify balanced sustainable solutions

Innovation is essential for our company's success. Together with our partners in the value chain we will provide sustainable solutions that balance economic, environmental and social interests. This approach ensures that we use materials efficiently and deliver value to our customers.

10. Prosperity: We believe that sustainability leads to economic prosperity

We aim to create value for our shareholders and society by operating both profitably and sustainably. We believe that by applying these principles we create value for our shareholders, customers, employees and the public.

Signed: Andrew Canning
Managing Director



Date: 10.Jan 2022