

Labour Provider Policy

Edenreach recognises its legal and moral obligations to the staff employed on site, either those employed directly by Edenreach or those employed through a contracted labour agency.

Compliance to the [ETI Base Code](#) is considered the minimum standard for welfare.

Agency Labour Provider Controls

If any employees need to be hired through a labour agency provider, Edenreach will only choose reputable organisations who are approved by the relevant licensing authorities.

Sub-contractors are not permitted to be used by the labour provider unless the sub-contractor is able to satisfy the same requirements as the initial labour provider.

Labour providers are required to ensure and provide documented evidence that staff:

- Are no less than 16 years of age
- Are legally permitted to reside and work in the UK and have the necessary documentation and ID prior to starting work.
- Are paid the minimum wage after any approved and authorised deductions (this must include piece work)
- Are provided with health and safety and a basic hygiene induction at the start of employment
- Travel to work in appropriately safe and legal vehicles (if transport is provided by the labour provider)
- Are housed in appropriately safe and appropriate accommodation (if provided by the labour provider)

An active check is completed at 3 monthly intervals to ensure that there are no issues with the licence of the labour provider.

If you are having any questions or concerns in regard to this Policy, please don't hesitate to contact our Compliance Officer.

This policy has been adopted on 12.04.2023 and shall be reviewed within two years of the issue date.