

**ILLEGAL WORKERS POLICY**

Lilleker Bros. Ltd values its reputation for ethical behaviour and recognises the principles of the the law on preventing illegal working is set out in sections 15 to 25 of the Immigration, Asylum and Nationality Act 2006 (the 2006 Act), section 24B of the Immigration Act 1971, and Schedule 6 of the Immigration Act 2016.

As an employer in the UK, we have a responsibility to prevent illegal working. We do this by conducting simple right to work checks before we employ someone, to make sure the individual is not disqualified from carrying out the work in question by reason of their immigration status. If an individual's right to work is time limited, we will conduct a follow-up check before it is due to come to an end.

We will use one of the following methods to check an individual's right to work in the UK;

- 1) A manual right to work check
- 2) A right to work check using IDVT via the services of an IDSP
- 3) A Home Office online right to work check

We will retain all documents for at least 2 years after the individual has left the company.

Our recruitment process and our management of people is designed to ensure that any prospective employee is legally entitled to work in the UK, and whilst in our employment is safeguarded from any potential abuse or coercion.

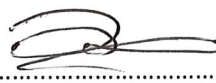
We make a clear statement that we take our responsibilities to our employees, people working within our supply chain and our clients seriously.

We will review this policy annually and provide information/training on any changes that we make.

If in any doubt regarding this policy and its content, please refer to a Director of the Company.

  
..... Managing Director

Date 15.12.22  
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..... Finance Director

Date 15/12/2022  
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