

## RIGHT TO WORK CHECKING POLICY

### Introduction

When we refer to 'us', 'we' or 'Safer Roadworks' in this policy, we are referring to the legal entities which make up the Safer Roadworks Group of Companies, consisting of Safer Roadworks Limited, Safer Roadworks (Fleet) Ltd and Safer Roadworks (Civils and Utilities) Ltd.

This policy applies to all persons working for, or on behalf of, Safer Roadworks Group of Companies and their respective subsidiaries, which trade under the name of Safer Roadworks (the "Company") in any capacity, including current employees, new employees, or employees joining the company under TUPE regulations and applies regardless of race, gender, religious belief, age, sexual orientation, or disability.

The Company is legally obliged to comply with the requirements set by the UK Border Agency, to ensure that new staff and current staff are eligible to work in the UK and to adhere to any restrictions on their employment.

**Penalties for employing illegal workers:** If found guilty of employing someone who you knew or had "reasonable cause to believe" didn't have the right to work in the UK, you can be subject to a 5-year prison sentence and an unlimited fine. If you employ someone who does not have the right to work in the UK and the correct checks were not undertaken or completed properly, you may face a civil penalty for each illegal worker, currently up to £20,000.

A closure notice can be issued, whereby the premises are closed for a limited time where an employer, or a person connected with the employer, operating the premises, is found to be employing illegal workers and has been previously non-compliant with illegal working legislation. The notice prohibits access to the premises and paid or voluntary work on the premises unless it is authorised in writing by an immigration officer.

This policy outlines the requirements for obtaining proof of eligibility to work in the UK for potential and current employees. If you are unsure of the procedure, you should contact one of the senior management team.

### Checking Employee Eligibility to Work Policy

The Company is required to comply with the following, in ensuring that employees have the right to work in the UK:

- Immigration Act 1971
- Asylum and Immigration Act 1996
- Immigration, Asylum and Nationality Act 2006

- Immigration Act 2016

## **Application**

All employees regardless of service, age, employment type, race, gender, religious belief, age, sexual orientation, or disability will be covered by this policy.

All employees and prospective employees will be asked to provide the appropriate documents and will be treated equally, in line with the Group's Diversity and Equal Opportunities Policy (SR-GP-004).

## **Monitoring and review**

Safer Roadworks monitors the effectiveness and reviews the implementation of this policy every 12 months, considering its suitability, adequacy, and effectiveness. Any improvements identified are made as soon as possible. All personnel are aware that they are responsible for the success of this policy and should ensure they use it to disclose any wrongdoing.

Should you have a question about our right to work checking policy please direct your questions to our enquiries department at: [enquiries@safer-roadworks.co.uk](mailto:enquiries@safer-roadworks.co.uk).