Forced Prison Labor Policy

DISTRIBUTION

This forced prison labor policy is communicated to all employees. A copy is available at the Head Office, held in the sites folder, and published on the internal company shared drive. All employees are encouraged to read it and communicate any queries to a Director.

REVISION HISTORY

Issue Number	Review Date	Changes	Signed
01	22/09/2023	Original version (draft)	
01	22/09/2023	Signed off	
01	20/09/2024	Review	
01	19/09/2025	Review	
02	20/05/2026	Address Updated	
02	18/09/2026	Review	

This policy is established to explicitly prohibit forced prison labor within the jurisdiction of the United Kingdom. The government is committed to upholding human rights standards and ensuring the fair and ethical treatment of all individuals within the criminal justice system.

Guiding Principles:

Prohibition of Forced Labor:

Forced prison labor, defined as any work or service exacted from any person under the menace of any penalty and for which the person has not offered themselves voluntarily, is strictly prohibited.

Voluntariness:

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All prison labor activities must be entirely voluntary. Inmates shall not be coerced, threatened, or subjected to any form of compulsion to participate in any work program.

Human Rights and Dignity:
The UK government is committed to upholding the human rights and dignity of every incarcerated individual. Forced labor undermines these principles and is not acceptable under any circumstances.

Fair and Just Treatment:
Inmates shall be treated with fairness, justice, and respect for their human rights. They are entitled to work conditions that comply with applicable labor standards, including fair remuneration and reasonable working hours.

Non-Discrimination:
No inmate shall be subjected to forced labor on the basis of race, color, sex, religion, political opinion, national extraction, or social origin.

Awareness and Training:
All personnel involved in the management and supervision of inmates shall be educated on the prohibition of forced prison labor. Training programs will emphasize the importance of respecting the rights and dignity of incarcerated individuals.

Complaint Mechanism:
A confidential and accessible mechanism for reporting any instances of potential forced labor shall be established. Inmates and staff are encouraged to report concerns without fear of retaliation.

Oversight and Accountability:
Regular and independent oversight of prison facilities and labor programs shall be conducted to ensure compliance with this policy. Violations will be subject to appropriate disciplinary and legal action.

Implementation:
This policy shall be communicated to all relevant stakeholders, including prison staff, inmates, and oversight bodies. Training programs on the principles outlined in this policy shall be conducted regularly for all personnel involved in the management of prisons.

Review:

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This policy shall be subject to periodic review to ensure its continued relevance and effectiveness. Any necessary amendments will be made to address emerging issues and align with evolving human rights standards.

Managing Director

Name: Danish Iftikhar

Sign: 

Dated: 22/09/2023