



# **SBL Fire Solutions**

*Saving Life and Property through fire containment*

## **Illegal Working Policy**

As an employer, SBL Fire Solutions Ltd has a legal responsibility to prevent illegal working in the UK.

The Immigration, Asylum and Nationality Act 2006 places the requirement for all employers to conduct basic document checks on every person that they intend to employ. By undertaking the document checks we can be reassured we are complying with our legal obligations and are doing everything possible to only employ people who are allowed to work in the UK.

So long as these document checks are carried out we have a 'statutory excuse' against legal liability should it later turn out that one of our employees is not entitled to work in the UK.

With effect from the 16 May 2014 the Home Office guidance for the prevention of illegal working has been amended and as such the following guidance reflects the new requirements as shown on the Home Office website at the following location:

<https://www.gov.uk/government/collections/employers-illegal-working-penalties>.

The resident population of the UK contains a diverse range of ethnic groups and there are many people from outside the UK who are legally entitled to work here. It is important to remember therefore that the checks on entitlement to work in the UK need to be conducted for every person we employ, regardless of their race, ethnicity or nationality, to avoid any potential discrimination

Signed.....  
Mr Glen Spree  
Director

Dated.....13<sup>th</sup> October 2023.....