



SUB-CONTRACTORS WORKFORCE COMPLIANCE STATEMENT

1. Eligibility of Workforce to work in the UK

The Sub-contractor has responsibilities as an employer in the United Kingdom to prevent illegal working. It is illegal to employ a person aged 16 or over who is subject to immigration control unless the Sub-contractor can confirm their right to work.

The Sub-contractor should establish a person's right to employment before they begin work. You should ask all of your potential employees to provide the following, (ensuring that you keep a copy for your records):

One of the original documents listed below.

- UK passport describing them as a British Citizen or a Citizen of the UK and Colonies having the right to abide in the UK.
- Passport with Certificate of Entitlement, certifying the right to abide in the UK.
- Passport or National Identity Card issued by the European Economic Area Agreement
- UK Residence Permit
- Passport or travel documents issued by the Home Office confirming the holder has right of residence in the UK as a family member of a named National of the State
- Passport or travel document endorsed to show the holder is exempt from Immigration Control
- Registration Card showing the holder is entitled to take up employment in the UK.

OR

Two of the original documents listed below.

- P45, P60 or National Insurance card or letter from a Government Agency confirming a permanent National Insurance number.
- Full Birth Certificate
- Certification of registration or naturalization as a British Citizen
- Letter from the Home Office showing the holder has been granted indefinite leave to enter and remain in the UK.
- Immigration Status Document
- Work permit approved by Work Permit UK
- Passport to confirm right to enter and work in the UK.

2. The Employment Relations Act 1999 (Blacklists) Regulations 2010. (The "Regulations")

The Sub-contractor warrants that it has not and will not during the term of the Sub-contract breach the Regulations, and that it has not and will not compile, use, sell or supply any list which contains, inter alia, details of persons who are or have been members of trade unions, or persons who are taking part or have taken part in the activities of trade unions and which is compiled with a view to being used by employers or employment agencies for the purposes of discrimination in relation to recruitment or in relation to the treatment of workers.





Sub-contractors Workforce Compliance

Declaration

We declare that the workforce employed by the company named below satisfies all requirement in respect of eligibility to work in the UK as defined within the Immigration (Restrictions on Employment) Order 2007, SI 2007/3290, the Immigration, Asylum and Nationality Act 2006 (Commencement No.8 and Transitional and Saving Provisions) order 2008, SI 2008/310 and 2007/11/12 and that the Employment Relations Act 1999 (Blacklists) Regulations 2010 has been complied with.

Signed: P. Morgan Date: January 2024
For and on behalf of Air3 Limited Peter Morgan - Managing Director

