GREEN
COOLING

Right to Work in the UK – Workforce and Supply Chain Compliance

Green Cooling Ltd operates a documented and compliant process to ensure that all persons working for, or on behalf of, the company are legally entitled to work in the United Kingdom. This process is aligned with current Home Office guidance and supports our obligations under employment, immigration, and ethical labour standards.

All directly employed personnel are subject to Right to Work checks prior to commencement of employment. These checks are conducted in accordance with statutory requirements and include verification of original identity and immigration documentation or the use of the Home Office online Right to Work checking service where applicable. Records of checks are retained securely, including copies of documents and the date on which the check was completed. Where employment permission is time-limited, repeat checks are scheduled and completed to ensure ongoing compliance.

Green Cooling Ltd only engages with external employment agencies that can demonstrate compliance with UK Right to Work legislation. Agencies are required to confirm, in writing, that appropriate checks have been completed for all personnel supplied. The company reserves the right to request evidence of these checks and to carry out audits where necessary.

Our supply chain management procedures require subcontractors and suppliers to ensure that all individuals working on Green Cooling Ltd projects are legally entitled to work in the UK. This requirement is embedded within supplier approval processes and contractual terms. Suppliers must maintain compliant Right to Work verification procedures and provide assurances or supporting evidence upon request.

Through the implementation of these controls, Green Cooling Ltd ensures legal compliance, supports ethical employment practices, and mitigates the risk of illegal working across its workforce and supply chain.

Approved by:

David Blinkhorn
Technical Director
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