



Slavery & Human Trafficking Policy

31st January 2024

The Board of Directors and all of our team will encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns regarding ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud, bribery and any concerns regarding slavery and human trafficking.

Any concerns by staff must be reported at the earliest possible stage through their line managers or reported in line with our grievance procedure and whistle blowing policy.

Reviewing and Updating our Policy

We are committed to maintaining, reviewing and improving our systems and processes, to avoid complicity in human rights violations, related to our both own operations and that of our supply chain.

The Group Business Development Director will be the lead role for the review of this policy.

Awareness of this Policy

All staff are made aware of the policy and suitable information and training is provided to ensure a clear understanding of the issues relating to modern slavery within our business and the supply chains.

Within our supply chain the compliance with this policy is covered within our preconstruction meeting requirements and within both our terms of business and Codes of Conduct that are regularly audited both internally and externally.

Minimise Risk and monitor Progress on Modern Slavery

Our approach to minimise the risk of modern slavery is set out in our Modern Slavery Statement. This includes the processes for carrying out due diligence in the appointment of our staff and in the business transactions we undertake. It also includes our approach to continuous improvement and monitoring our performance in this area.

We will conduct audits where considered appropriate within our supply chain, along with the services we use within our operational activity, to meet this commitment to continuous improvement.

Breaches of this Policy

Any individual or business to be found in breach of this policy will face disciplinary actions.

Signed:

A handwritten signature in black ink, appearing to read 'Mark Townsend', is written over a horizontal line.

Mark Townsend
Managing Director

31st January 2024