

Modern Slavery Policy Statement 2025/26

Modern Slavery is an umbrella term. For the Company it encompasses the risks posed by forced labour, prison labour, indentured labour, bonded labour, debt servitude, state imposed forced labour and human trafficking, where coercion, threats or deception are used to intimidate, penalise or deceive workers, thereby creating situations of involuntary work and exploitation. Modern Slavery may also be associated with the worst forms of child labour. The Company recognises that modern slavery remains a major issue for our global society.

Modern slavery exists within both the UK workforce and more prominently in the production of goods from abroad. The following countries have the largest number of people living in slavery conditions. India, China, Pakistan and Bangladesh. Worldwide it is estimated that 40 million people are working in such conditions.

Company activities are varied and include civil engineering and building works on UK construction sites. We have a multi-disciplined and extensive supply chain to support us through the different aspects and provisions of our business.

We are committed to ensuring that there is no modern-day slavery or human trafficking in operation on our sites and similarly reducing the risk of such practices within our supply chains.

The company will not knowingly support or deal with any business involved in slavery or human trafficking.

We have zero tolerance to slavery and human trafficking. We expect those in our supply chain and other contractors we deal with to comply with our values.

This Policy statement reflects our continuing commitment to acting ethically and with integrity in all of our business relationships.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015.

A **Modern Slavery Protocol** is in place to enact this policy and mitigate the risk to the Company.

This policy statement and the associated Modern Slavery Protocol will be formally reviewed by the Managing Director on an annual basis but may be updated at other times, as required.

This statement will be made available to all interested parties, including the public.

Tony Bamford Managing Director		March 2025
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