

Modern Slavery Policy Statement 2026/27

Modern Slavery includes forced labour, human trafficking, debt bondage and exploitation of workers 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. Modern Slavery is a global issue affecting many countries and industries.

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 require 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.

Company policies are provided as general guidelines to support consistent practices and are non-contractual.

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

Tony Bamford Managing Director		May 2026
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