

Document Reference: UHRP030	Title: Modern Slavery Policy	
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INTRODUCTION

We are committed to improving our practices to combat slavery and human trafficking within any part of our supply chain.

All our directors and employees are required to act whenever any concerns are raised whether from within or from outside of the business.

We rely on an extensive contractor network and we will regularly communicate and interact with them to ensure that there is no modern slavery in their own business and supply chains.

ORGANISATION'S STRUCTURE

We are a construction company based in the UK only. We operate from our head office in Bristol and regional office in Derby. We are a Management Contractor who uses a large network of approved contractors to help us delivery schemes across the whole of the country.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We will endeavour to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

OUR SUPPLY CHAINS

Our supply chain comprises the engagement of subcontractor organisations to carry out works and services on our construction sites and the sourcing of materials and manufactured products.

We implement a number of processes to ensure, where practicable that our supply chain adhere to our expectations in respect of their workforce. We utilise SSIP schemes, alongside amending our own pre-qualification process to support this process.

We look to build long term relationships with our suppliers and subcontractors and make clear expectations of their business behaviour.

We encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

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

DUE DILIGENCE

Where possible, we build long standing relationships with our suppliers and customers and make clear our expectations of business behavior.

Communicate during site inductions and provide literature in site cabins highlighting the issues surrounding Modern Slavery and providing contact numbers for support agencies.

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TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of our staff. All directors have been briefed on this subject.

During the annual site manager refresh training there will be a section on Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

Alastair Shiner - HR Director