



Civil Engineering and Groundworks

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

The Modern Slavery Act 2015 requires commercial organisations who carry out business in the UK and have an annual turnover of at least £36 million to publish a modern slavery statement.

Whilst this company does not meet that criteria, we are morally committed to ensuring to the best of our ability that there is no modern slavery or human trafficking in either our own business or our supply chain, and also support and comply with our clients' own efforts to ensure this.

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

To date we have not been aware of any human trafficking or slavery activities within our supply chain, but we have a zero-tolerance approach, and if any instances come to our attention, we will act promptly in accordance with our legal and moral obligations.

We have long-term relationships with most of our suppliers. Where new suppliers or contractors are appointed, we have a pre-qualification process, which checks their financial, health, safety, environmental and quality standards and performance, and also asks about that company's commitment to preventing slavery and human trafficking.

Where suppliers, products or materials are coming from outside the UK and EU, or where the supplier is likely to have an annual turnover of at least £36 million, we would request information from that business on what steps they take to prevent slavery and human trafficking.

Our workers, and those of any supplier or contractor, are encouraged to report any concerns to us if they suspect any slavery or human trafficking activities. Anyone reporting such concerns, as long as their intent is genuine, whether subsequently proven or unfounded, will not be put at a disadvantage for doing so.

Awareness of the subject will be promoted through the display of this statement on our company noticeboards and its issue to suppliers and contractors as and when deemed beneficial.

This statement will be reviewed in January each year.

A handwritten signature in black ink, appearing to read 'M Heffernan', positioned above a solid horizontal line.

Maurice Heffernan  
**Managing Director**

**Date: 4th January 2022**