

Prepared By:	Derek Heddle	Review Date:	01/06/24
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Heddle Construction Ltd have and will continue to be committed to ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Heddle Construction Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain.

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We may require:

- employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our policy
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the policy

As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our policy.

If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships

This statement is made in accordance with our obligation to Section 54, Clause 5 of the Modern Slavery Act and will be reviewed and updated annually by the Managing Director.

Signed



Director