

# Modern Slavery Statement

We are committed to driving out acts of modern day slavery and human trafficking within our organisation and supply chains, and we will not deal with any company, organisation or person involved in slavery or human trafficking.

This statement outlines how we protect against slavery in our supply chains in line with meeting the requirements within the Modern Slavery Act 2015.

The statement has been developed to an appropriate level due to the nature and scope of our business operations, with construction activity taking place in the United Kingdom using regional and national supply chains.

We have taken the following steps to ensure that slavery and human trafficking is not taking place in any of our supply chains:

Our supply chain approval process is overseen by our Supply Chain and Procurement Manager and now incorporates new measures taking place in this financial year to ensure slavery and human trafficking offences are not taking place;

- We actively communicate with all our supply chain on the requirements under the Modern Slavery Act.
- We require all our existing members of our supply chain to provide a declaration to abide by our Modern Slavery Statement and confirm compliance with the Modern Slavery Act.
- All new supply chain members will be required to confirm that they have a policy / statement that sets out the steps they have taken to ensure that slavery and trafficking is not taking place within their organisation or supply chain as part of the selection process. This will be monitored by Constructionline.
- If an existing supply chain member gives an inadequate response or had been convicted of any offence in relation to this activity then appropriate action will be taken and they will be removed from our supply chain for noncompliance.
- Training is provided to all employees who are involved in the supply chain procurement and management process within our organisation, in identifying issues related to slavery and trafficking.

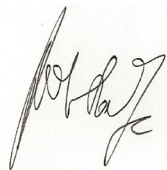
This policy will be reviewed annually by the Directors who shall take responsibility for implementing this policy statement to ensure that our organisation and supply chains are free of slavery and human trafficking.

Signed on behalf of Speller Metcalfe Limited



S R Speller

Joint Owner  
Speller Metcalfe Limited



A J Metcalfe

Joint Owner  
Speller Metcalfe Limited

**Last Reviewed Date: 31st March 2019**

**Next Review Date: 31st March 2020**