

Introduction from the Chair, John Crabtree.

We are committed to improving our practices to combat slavery and human trafficking.

As an organisation we recognise that slavery and human trafficking remains a hidden blight on our society and remain committed to ensuring that there is no modern-day slavery and human trafficking in any part of our business. We acknowledge that we have a responsibility to ensure that we identify and minimise any such activity, however small, in our business and in the wider supply chain.

Our zero-tolerance approach to modern slavery and abuse reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls in place to allow us to do so effectively.

We will do this by use of tools such as processes, policies and procedure, through training of our staff, and by having robust support and protections in place for those who do report any issues which are discovered.

The Company Directors take responsibility for implementing our policies and delivering its objectives and shall provide adequate resources (training etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains.

Organisation structure

Tara Group is primarily involved in the construction of housing and providing civils and groundworks services within the UK. Our Head Offices are in Staffordshire, England. The Group has over 300 employees and operates across the Midlands. The Group has an annual turnover of £194m in 2022.

The main business units within the Group are:

- Chasetown Civil Engineering
- Cameron Homes
- Keon Homes

This anti-modern slavery statement covers the above-named companies which in addition to the Group policies, detail the steps taken to address the issues of Human Trafficking and Modern Slavery.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Modern 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.

An Anti-Modern Slavery Policy has been adopted within each of the Group Companies and which will be followed and adhered to, and for which the Directors of each of the Companies have direct responsibility.

The policies have been reviewed in the last financial year to ensure that they are robust, compliant

and assist in reaching the aims of the Tara Group in ensuring that our supply chains are free from Modern Slavery.

The Tara Group business units are based solely in the UK and in light of the legislation and effective policing, the risk of Modern Slavery is low, particularly with your own employees given the stringent checks in place. We ensure that our suppliers and sub-contractors that we work with as stringent checks are put in place to ensure that their policies comply with our high standards.

Due diligence processes for slavery and human trafficking

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

We have in place systems to:

- Continually audit and review our practices for checking all employees and workers:
 - Addresses to reduce the risk of any duress;
 - Are paid at least the minimum wage;
 - Have the right to work in the UK.
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

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 will provide training to employees where their role requires.

Within any training we will look to train our staff how to identify and deal with any issues, about the existence and content of our policies, and as part of any training we reinforce the protection available to anyone who discovers any untoward conduct, and who requires whistleblowing protection.

Training has been carried out with all staff joining the business in the last financial year as part of their induction.

Reports and Identified Issues

We have received no reports or otherwise been made aware of any issue relating to Modern Slavery whether within our organisation or within the wider supply chain. In those circumstances the Company takes the view that its policies, procedures, and zero tolerance approach during the last

financial year has been effective in ensuring that slavery and human trafficking is not taking place in its business or supply chains.

Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

1. More stringent vetting and investigation of our supply chains (contractors, sub-contractors, policies contracts etc.) and written commitment to comply with our policy.
2. Implement further training sessions for our employees to help them identify potential issues of modern slavery.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2022. This statement covers Tara Developments Limited, Chasetown Civil Engineering, Cameron Homes and Keon Homes.



John Crabtree, Chair
Tara Developments Limited
Date: 05 January 2023