

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 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 to allow us to do so effectively.

We will do this by use of tools such as processes, policies and procedures, 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 their 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 almost 300 employees and operates across the Midlands. The Group has an annual turnover of approximately £210m.

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.

Our Anti-Modern Slavery Policy has been adopted by each of our Group Companies. The Directors of each company have direct responsibility for ensuring that the policy is followed and adhered to.

This policy has been reviewed to ensure that it is robust, compliant and assists in reaching the aims of the Tara Group in ensuring that our supply chains are free from Modern Slavery.

While the Tara Group business units are based solely in the UK and we have stringent checks for own employees, we remain very conscious of the risk and we are absolutely focused on it. We require that the suppliers and sub-contractors that we work with have stringent checks 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, 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:

- Audit and review our practices for checking all employees and workers:
 - Reviewing home addresses to reduce the risk of any duress.
 - Ensuring they are paid at least the minimum wage.
 - Ensuring they 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, including the launch of a revised Speaking Out policy.

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 employees through the Tara Academy.

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 will continue to be carried out with all staff joining the business as part of their induction. The Anti-slavery and human trafficking policy is available to all employees in the Group Handbook.

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 processes to vet and investigate our supply chains (contractors, sub-contractors, policies contracts etc.)
2. Continue mandatory annual training 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 2023. This statement covers Tara Developments Limited, Chasetown Civil Engineering, Cameron Homes and Keon Homes.



John Crabtree, Chair
Tara Developments Limited
Date: 31 March 2025

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