FAIRCLOTH CONSTRUCTION LTD

MODERN SLAVERY STATEMENT

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1) PURPOSE:

This Statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by Faircloth Construction Ltd, to understand all potential risks related to its business, and the actions undertaken to mitigate and such risks, year ended 31 July 2024

2) SCOPE:

Faircloth Construction Ltd is a provider of Construction Services within Commercial, Retail, and Industrial sectors predominantly within England.

Faircloth Construction Ltd, directly employs approximately 50 staff with a further contracted site staff of approximately 200, dependant on the number and size of operational/ active sites.

Our supply chain consists mainly of United Kingdom based construction related manufacturers and suppliers.

3) COMMITMENT:

Faircloth Construction Ltd is committed to delivering high standards of business governance and a key element of this is managing the Group in a socially responsible way. Faircloth Construction aims to employ the highest ethical and professional standards and always to comply with the Laws and Regulations applicable to our business activities; it follows that Faircloth Construction Ltd is absolutely committed to preventing Slavery and Human Trafficking in its business activities and its supply chains.

This commitment is emphasised in our employee training programmes and applicable company policies.

Faircloth Construction Ltd also expects the same high standards which we set for ourselves from those parties whom we engage, such as suppliers, customers, and sub-contractors.

4) ASSESSMENT:

Due to the nature of our business activities and our approach to governance, we assess that there is a low risk of Slavery and Human Trafficking within our business and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place.

We do not have Key Performance Indicators (KPI's) in relation to Slavery and Human Trafficking as any instance would be expected to be a breach of law, our supplier standards and/ or our company policies.

5) ASSOCIATED POLICIES:

Associated Faircloth Construction Ltd policies are:

- 103.2: Anti Bribery and Corruption Policy
- 103.6: Equal Opportunities Policy
- 103:14: Equality & Diversity Policy
- 103.15: Human Resources Policy
- 103.19: Home Office Guidance Policy

6) MONITORING AND REVIEW:

Faircloth Construction Ltd will review and update this statement annually 12 months after implementation.

Effectiveness of the policy will be assessed through:

- Feedback from Workers, the Health and Safety meetings (if applicable), and Management
- Review of the policy by management and committee to determine if objectives have been met and to identify barriers and enablers to ongoing policy implementation.
- Reserves the right to change any of the provisions set out in this document from time to time, as may be required.

The Directors responsible, should be consulted before action is taken and can be contacted to answer any queries relating to the application or interpretation of this policy.

For and on behalf of Faircloth Construction Ltd

Signed:  **Date:** 24.01.2024

Darren Faircloth

Managing Director