

# Modern Slavery and Human Trafficking Statement

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Montel Civil Engineering Ltd has a zero-tolerance approach to modern slavery. At Montel we recognise that slavery and human trafficking is significant human rights issue and are committed to taking appropriate steps to mitigating the risk of these occurring without our business and our supply chain. We expect the same high standards from our supply chain partners. This statement outlines how we protect against modern slavery in our business and supply chains, to meet the requirements of the Modern Slavery Act (2015).

As a main contractor operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are our employees, agency workers working on our behalf, subcontractors' operatives working on our sites, and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

## Employees

- Verify that all employees have the right to work in the UK upon commencement of their employment.
- Provide all employees with a written Contract of Employment, and ensure they are fully aware of the terms of employment. Ensure all employees are issued with the company handbook and understand their rights.
- Pay all employees at least the minimum wage.
- Ensure regular training of the risk of modern slavery and human trafficking, good practice processes, how to assess the risk of slavery, how to identify slavery, how to report potential slavery issues internally or what external help is available.
- Ensure all employees are aware of their own responsibilities in relation to preventing and reporting modern day slavery.

## Agency Workers

- We only use reputable employment agencies to source labour, whose practices ensure all agency workers have the right to work in the UK, confirm that they do not charge workers a work finding fee and who have procedures in place to minimise the risk of recruiting forced or compulsory labour.
- All workers to hold a value CSCS card.

## Subcontractors:

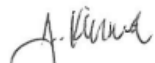
- Modern slavery compliance is an integral part of our supplier approval and re-qualification processes. Enforcing the requirements of the Modern Slavery Act via a Subcontractor Approval Checklist, where all members of the approved supply chain to provide a declaration to confirm compliance with the Modern Slavery Act.
- We ensure subcontractors confirm their employees have the right to work in the UK.
- All new supply chain members are required to provide evidence of their own modern slavery policy/statement.
- All subcontractors to hold a value CSCS card.

## Suppliers:

- We are committed to ensuring all suppliers adhere to the highest standard of ethics, by procuring the majority of our directly sourced materials from UK based organisations that are required to comply with UK laws on forced labour.

## Sites:

- Carry out toolbox talks on the risks of modern slavery on all sites.
- Displaying posters on all sites – GLAA Intelligence Checklist/Who should you report to? /

A handwritten signature in black ink, appearing to read "Jon Kirkland".

Jon Kirkland CEO

17 January 2025