MODERN SLAVERY ACT STATEMENT

This statement has been published in accordance with the Modern Slavery Act 2015 for the period from 1st January 2023 to 31st December 2023. It sets out the steps that we have taken to ensure that modern slavery and/ or human trafficking is not taking place within our business or our supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We have a zero-tolerance approach to any form of modern slavery. We are committed to act ethically, with integrity and transparency in all our business dealings. We are committed to putting effective systems and controls in place to safeguard against any form of modern slavery within the business and our supply chain.

OUR BUSINESS

We are a main contractor operating only in the United Kingdom. We construct new buildings; alter, refurbish and remodel existing dilapidated buildings; and fit out interior spaces. We work with the best design teams and clients using reputable supplier organisations mainly from the United Kingdom and a very small number from Europe.

OUR COMMITMENT TO COMBATING MODERN SLAVERY

We are committed to preventing modern slavery within our corporate activities. We operate a robust recruitment policy including conducting eligibility to work in the United Kingdom for all employees to safeguard against human trafficking or individuals being forced to work against their will. The Company only uses selected, reputable employment agencies to source its staff. The employment agencies we commission to supply short-term agency staff must adhere to the Agency Workers Regulations 2010. We follow clear business ethics to enable a working environment where integrity and respect govern our internal and external working relationships.

POTENTIAL HIGH-RISK AREAS SPECIFIC TO KNIGHT HARWOOD

The following areas are considered to be at risk of modern slavery within our company. We will continually review and update these areas as necessary:

- The supply of materials which may be produced in jurisdictions or by organisations that are not compliant with such legislation
- The supply of staff where the recruitment agencies' processes are not compliant with the Modern Slavery Act 2015
- The use of subcontractors who may be non compliant with the Modern Slavery Act 2015

We are committed to reducing our exposure to the above potential risk areas by ensuring we use stringent recruitment processes and robust prequalification and procurement processes when dealing with all suppliers and potential employees.

MODERN SLAVERY ASSESSMENT WITHIN OUR SUPPLY CHAIN

We conduct detailed due diligence on our regular suppliers and on all new suppliers. The due diligence involves a questionnaire to all of our current suppliers to help identify any potential areas of weakness within their organisation which could be open to modern slavery abuses. We intend to conduct these due diligence exercises on our current supply chain each financial year. We will continue to vet new suppliers through a robust prequalification process which clearly outlines the conditions for meeting our expectations and requirements of compliance with the Modern Slavery Act 2015. Contracts with existing suppliers who do not meet our Modern Slavery Act Policies will not be renewed and new suppliers who fall short of our requirements will not be commissioned. We have yet to discover, or have yet to receive reports of, any evidence of either slavery or human trafficking within our business or supply chain to date.

TRAINING AND AWARENESS

A commitment to operating and behaving ethically is demanded of every member of staff. To ensure our current commitment, compliance and responsibility to combating modern slavery, we have trained all of our current employees and will ensure that all new employees will be trained as part of their induction process.

CONTINUING RISK ASSESSMENT OF MODERN SLAVERY

We understand that modern slavery risk is not static. We will continue to mitigate our risk to exposure to modern slavery by continuing to educate and train our staff and monitor our supply chain. This statement was approved by the Board of Directors on 31st January 2024.

Signature: J Knight **Date:** 1st February 2024

Name: John Knight **Position:** Managing Director