KNIGHT GROUP
J.L. KNIGHT ROADWORKS LTD
PART 1.12 MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2025

Introduction

This statement is made on behalf of Knight Group and includes for all subsidiary Companies, pursuant to the section 54(1) of the Modern Slavery Action 2015 and comprises of our slavery and human trafficking statement.

Our Business

We manage the Group from our Head Office:

Knight House
London Road
Kelvedon
Colchester
Essex CO5 9BU

Our work involves major Construction Groundworks and Civil Engineering.

Our Supply Chains

Our Supply Chains include; outplacement of Specialist Construction activities; Piling; Surfacing; Block Paving and Brickwork.

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-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 business and in our supply chains.

Due Diligence & Risk Assessment management processes for slavery and human trafficking

As part of our initiative to identify risk and mitigate against such risks we nominate senior representations of the business units and functions, who in turn report to the Board Members.

We have in place systems across our business; our trading partners; and our supply chains to:-

- Identify inappropriate employment practices.
- Identify and assess other potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Monitor potential risk areas.
- Protect whistle blowers.

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Key performance indicators to measure effectiveness

We monitor complaints through industry sources together with corrective actions implemented. To date of this statement J.L. Knight Roadworks Ltd has had no identified instances of modern slavery.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant area of operations. We have in place a supply chain compliance register that is maintained by the relevant management. This consists of client reviews; audit; and declarations.

Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our staff.

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 and was approved by the Board of Directors of Knight Group.

We provide training to staff involves in procurement, HR and operations to:

- Identify signs of Modern Slavery
- Understand how to respond to suspected cases .
- Promote a culture of negligence and ethical responsibility.

Breaches of the policy

Any employee found in breach of this policy will be subject to the disciplinary action up to and including termination, breaches by suppliers or contractors may result in the termination of contracts.



Dean Braybrook
Managing Director
For: Knight Group
Dated: January 2025 **Revision Date: January 2026**

This policy applies to all those employed by Knight Group, J. L. Knight Roadworks Ltd

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