



Steve Hoskin Construction Ltd.

Building & Civil Engineering Contractors

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Steve Hoskin Construction Ltd.'s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 01 April 2022 to 31 March 2023.

As part of construction industry, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Steve Hoskin Construction Ltd:

- We provide general ground work services, including road construction, sewers and drainage, sub-structure block and brickwork, tarmac surfacing, in-situ concrete construction, block paving, attenuation tank construction, block and beam flooring, earth works and associated ground work activities.

Countries of operation and supply:

- We operate in the UK only, predominantly in Cornwall, Devon, and Somerset. Our supply chain includes the sourcing of raw materials and products for the ground work aspect of house building.

Responsibility

Responsibility for our anti-slavery initiatives is as follows [select the relevant areas from the list below]:

- **Policies:** The HR Manager is responsible for putting place and reviewing policies and processed by which they are developed.
- **Risk assessments:** Our Health & Safety Manager is responsible for the process and broad organisational responsibility for human rights and modern slavery risk analysis.
- **Investigations/due diligence:** The HR Manager, H & Safety Manager and Managing Director would be responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking, and explain their specific role.



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Relevant Policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its:

- **Whistleblowing policy** - We encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Due Diligence

We undertake due diligence when considering taking on new suppliers, and regularly reviews our existing suppliers. Our due diligence and reviews include:

- We limit the geographical scope of our operations to ensure optimum supervision of these areas;
- Where possible we build long standing relationships with our clients and local suppliers and make clear our expectations of business behaviours and values;
- In respect of national or international supply chains our point of contact is always preferably with a UK company or branch and we expect these companies to have suitable anti slavery and human trafficking policies and processes in place;
- We expect each company within the supply chain to, at least, adopt 'one-up' due diligence on the next link in supply chain.

Key Performance Indicators (KPIs)

We have reviewed our key performance indicators (KPIs). We measure of effective we have been to ensure that modern slavery and human trafficking is not taking place in any part of our business supply chains:

- Use of labour monitoring and payroll systems; and
- Maintaining communication and personal contact with the next link in the supply chain through the SHC Company Buyer.

Training

We require all employees working with supply chain managers within our organisation to complete training on modern slavery and trafficking:



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Our modern slavery training covers:

- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within our organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps our organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chains.

Board Member Approval

This statement was approved on 17 April 2024 by our Board of Directors, who review and update it annually.

Neil Hoskin, Managing Director

Date: 17 April 2024