MODERN SLAVERYAND HUMAN TRAFFICKING STATEMENT FOR FINANCIAL YEAR 2023/24

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that Walker Construction (UK) Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

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

Our Business and Structure

Walker Construction (UK) Limited is a multi-disciplined construction company delivering Building, Civil and Rail projects across a diverse range of industry sectors including:-

- Education.
- Healthcare.
- Industrial.
- Retail.
- Refurbishment.
- Leisure.
- Infrastructure.

We understand and respect our client's needs and expectations on every project we deliver, whilst utilising Professional In-House Design & Build Services, Experience and Technical Innovation, Research and Development alongside Sustainable Construction Solutions. We aim to be the preferred construction contractor of choice for our clients, assured by the delivery of excellence, quality of service and by carefully selecting new opportunities with clients aligned to our core beliefs and objectives.

Our Policy on Slavery and Human Trafficking

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:-

1. Modern Slavery & Human Trafficking policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Ethical Trading and Business Ethics Policies. These policies explain the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

MODERN SLAVERYAND HUMAN TRAFFICKING STATEMENT FOR FINANCIAL YEAR 2023/24

Our Suppliers

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or any part of our business and to acting ethically and with integrity in all of our business dealings and relationships. We expect the same high standards from all of our contractors, suppliers and other business partners. We will only use reputable recruitment agencies and will continue to ensure that all employee checks are undertaken to confirm eligibility to work.

Supplier Adherence to our Values and Due Diligence

We have zero tolerance to slavery and human trafficking. To help ensure those in our supply chain, our contractors and business partners comply with our values, we ensure all current and prospective partners are registered and validated via Constructionline membership, for Rail projects approval to RISQS is required. We will review our contracting processes and, where appropriate, include contractual provisions which reflect the values set out in this statement and monitoring for compliance.

Actions to Improve Awareness and Report on Modern Slavery or Human Trafficking

Our work policies and procedures will be reviewed and updated to include our policy statement on modern slavery and human trafficking and we will provide guidance on how any related concerns can be reported.

Training

We will undertake training for our management teams and procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this Statement

This statement was approved by the Board of Directors on 1st October 2023 and will be reviewed annually.

P A Webb

.....

Phil Webb
Managing Director
October 2023

The policy has also been produced as a separate document and is on the Company Website www.walker-construction.co.uk