

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Caddick Construction Limited and all subsidiaries which include Caddick Construction (NW) Limited, Caddick Civil Engineering Limited, and CCL Facades are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. We see this as a fundamental aspect of our social responsibility, industry collaboration is crucial in tackling this issue.

Caddick recognises that slavery and human trafficking can occur in many forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships, by implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our recruitment processes are transparent and reviewed regularly. New employees into the group's businesses follow a recruitment process which adheres to regulatory requirements relating to right to work checks to ensure that we are able to confirm their identities and that they are paid directly into a personal bank account in the employees' name.

We have implemented a number of processes to ensure, as reasonably practicable, that our supply chain adheres to our expectations in respect of their workforce. Our verification process involves an induction of all individuals prior to working on our sites, stating that they are aware of the Modern Slavery and Human Trafficking Act 2015 and insertion in the Subcontractor Interview Meeting (minutes of meeting) Folio 'I'. Where appropriate we require our supply chain to be either registered with CHAS or have completed our pre-qualification process. These require our supply chain to demonstrate the steps taken to ensure that slavery and human trafficking is not taking place in any part of their business.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all members of staff as a module within our wider human rights programme via our eLearning platform.

All Directors have been briefed on the subject.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's Slavery and Human Trafficking Statement for the financial year ending August 2023.

Approved

Master copy signed by:-



Construction Group Managing Director

05 June 2024