



civils southern limited

Modern Slavery and Human Trafficking Statement 2020/2021

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 2020/2021.

The statement sets down Civils Southern Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Civils Southern Ltd which are as follows:

All aspects of construction, demolition and civil engineering works, including but not limited to site enabling works, building site hoarding, installations of TBS, and more..

The Company currently operates in the following countries:

England, Scotland and Wales..

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to be aware of the possible signs of modern slavery within the construction industry and how to report them through the relevant channels.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in

our operations:

- 2.1 **Whistleblowing Policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Company Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes ensuring that any sub-contracting agencies have the relevant processes in place to prevent modern slavery, building long-standing relationships with suppliers and making clear our expectations of our business partners, evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company makes use of key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains we also where possible make use of labour monitoring and payroll systems.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The CSL Compliance Team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name:	Michael Tanner
Position:	Legal & Compliance
Date:	01/04/2020