



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Caddick Construction Ltd are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. Caddick Construction 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 and to 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 are vetted to ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account.

We have implemented a number of processes to ensure, as reasonably practicable, that our supply chain adhere 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 Constructionline, 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 relevant members of staff. 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 2018.

Approved by the Board of Caddick Construction Ltd on 30th July 2019
And signed on its behalf by Andrew Murray, Managing Director – 2nd August 2019

A handwritten signature in black ink, appearing to read "A Murray", with a long horizontal flourish extending to the right.

Andrew Murray
Managing Director