

Modern Day Slavery & Human Trafficking Policy

This statement, which relates to the financial year ended 31 December 2024, sets out the steps that Ward & Burke (Ward & Burke Group Ltd. and Ward & Burke Construction Ltd.) has taken during the year to identify, prevent, and mitigate the risk of modern slavery in our operations and supply chain in accordance with the Modern Slavery Act 2015.

Ward & Burke is committed to driving out acts of modern-day slavery from within its own business and that from within its supply chain. The company is aware of its responsibilities to the Modern Slavery Act 2015 and will ensure clear accountability within the organisation. This will also be shared and extended to suppliers of goods and services to our organisation.

Our employees are at the heart of everything we do. As an organisation, we have worked and continue to work with external businesses for the sourcing of products and material during our construction activities. These organisations and businesses have made up our supply chain list.

As part of our duty under the Modern Slavery Act 2015, we would incorporate slavery and human trafficking questions into our supplier approval process and ensure continuous monitoring of such process.

Ward & Burke as an organisation will not support or deal with any business knowingly involved in slavery or human trafficking.

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

Anti-Slavery 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.

Recruitment process: 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.

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.

Corporate Social Responsibility: This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our System, compliant with the requirements of ISO9001:2015, ISO14001:2015 and ISO45001:2018. The implementation and operation of this management system underlines our commitment to this policy. An assessment will be complete for area where improvements are requirement and suitable measures implemented and training provided. The improvements and its implementation will be measured for continuous learning by the organisation.

Procedures that will enhance the implementation of this policy as listed above have been established, including disciplinary procedures where they are breached. Additional procedures to ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

This Policy will be reviewed annually.

A handwritten signature in blue ink, appearing to be 'PBL', is written over the signature line and date.