

## **BALLYMORE CIVILS LTD**

### **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

#### **Our People**

We have in place several key policies which explicitly state how we operate as a business and the steps taken to ensure that we are a transparent, accessible and inclusive organisation. These policies are reviewed annually and updated to ensure that ongoing opportunities for improvement are identified and acted upon. These policies include:

- Code of Ethics and Conduct
- Corporate Social Responsibility
- Anti-Bribery
- Equality
- Recruitment and Selection
- Whistleblowing

We carry out Pre-Employment checks on all employees joining our organisation and this includes the employee being able to provide evidence that they are in possession of their own identification documents and that the bank account details provided belong to the employee and not a third party. Any discrepancies identified are investigated thoroughly and appropriate action taken.

#### *Supply Chain*

We have a robust approach to supply chain management and understand that it is critical to the success of our modern slavery strategy and policy to engage with, support and develop our supply chain in this regard. In developing our strategy and policy in relation to modern slavery, Ballymore Civils Ltd has taken the following steps:

1. Started recording information relating to modern slavery during the prequalification process.
2. Communicated its policy and statement to internal employees.
3. Communicated its policy and statement to its supply chain.

#### *Training*

To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chains and our business, we provide awareness training to our staff. We engage with HMRC and utilise their on-line resource training pages. They also provide online seminars periodically that our Directors, Senior Manager, HR department and payroll department regularly engage in.