

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

At Read Construction, we recognise that slavery and human trafficking are significant human rights issues and are committed to taking appropriate and proportionate steps to mitigating the risk of these occurring within our business and our supply chain.

Read has a number of policies that are designed to manage modern slavery and human trafficking issues, including our Anti-Slavery & Human Trafficking Policy, Ethical Trading Policy and Safeguarding Vulnerable Adults & Children Policy. We are committed to acting ethically and with integrity in all our business dealings, and to maintain & develop systems to ensure modern slavery and human trafficking is not taking place within our business or across our supply chain. Our Whistleblowing Policy allows any employee or third party to confidentially raise a concern and report suspected breaches of these policies.

As a main contractor operating within the UK, the key areas of our operation that could be affected by slavery and human trafficking are our directly hired employees, agency workers working on our behalf, subcontractor operatives working on our sites, and the workforce of our supply chain who supply materials to our business. The steps that we take to mitigate risks in relation to each of these areas are as follows:

a) Employees:

- We verify that all employees have the right to work in the UK upon commencement of their employment.
- We make all employees aware of their working hours, leave and absence entitlements and other employment benefits via their Terms of Employment and the Employee Handbook.

b) Agency workers

- We aim to only engage agency workers that are provided by suppliers on our Preferred Supplier List.
- We require all Preferred Supplier List suppliers to ensure their agency workers have the right to work in the UK, confirm that they do not charge workers a work finding fee and who have procedures in place to minimise the risk of recruiting forced or compulsory labour.

c) Subcontractors:

- We ensure subcontractors confirm their employees have the right to work in the UK.
- We consider sub-contractors' approaches to employee rights and any breaches of human rights related legislation during our selection process.
- We want all sub-contractors that purchase materials for use on our sites to consider the risk of modern slavery in their supply chain.

d) Suppliers:

- We procure the majority of our directly sourced materials from UK based organisations that are required to comply with UK laws on forced labour however where materials are directly sourced from outside of the UK we consider the risk of slavery and human trafficking as part of our selection process.

Human Resources is responsible for the contents of this statement, which will be reviewed and updated as necessary on at least an annual basis. Overall accountability for compliance rests with the Executive Board.

This statement is fully supported by the Directors.

Dated: 04/1/2019

Signed:



R. D. HEATON

MANAGING DIRECTOR