

## MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2023/24

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that MJL Contractors Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. MJL Contractors Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our Business

MJL Contractors Ltd are one of the leading groundwork contractors in our field. We employ approximately 300 people together with a core selection of sub contractors. We are based in Helston, Cornwall; with a further office in Exeter, Devon. Our supplier base has been carefully selected and we are committed to ensuring ethical sourcing of all products and services.

### Our High-Risk Areas

All activities within our profession are monitored and assessed in line with our strict policies. These are monitored within our robust QA documentation in line with high standards monitored and audited within the scopes of ISO9001, ISO14001, ISO 45001, Achilles, SMAS and Constructionline.

### Our Policies

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

1. Code of Ethical Conduct: this promotes a positive attitude to communicate that MJL Contractors Ltd will work ethically and fairly in all aspects of our business activities. It addresses the Bribery Act 2010 and shows our commitment to work within this legislation.
2. Health & Safety, Environmental Training and Induction Policy: we operate a robust recruitment policy, including conducting eligibility to work in the UK and checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. 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. It encourages all employees and workers to report any issues in relation to treatment that deem to be unfair, in confidence, to a person of their choice.
4. Work Safe Policy: this highlights our commitment and support to promote a positive and safe working environment to all.

### **Our Suppliers**

MJL Contractors Ltd operates a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an initial assessment to assist to ensure that organisation has never been convicted of offenses relating to our Modern Anti-Slavery Policy. This includes conditions that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage/national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light

### **Training**

We regularly train and monitor our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### **Our Performance Indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified.

### **Approval for this Statement**

This statement was approved by the Board of Directors on 28<sup>th</sup> January 2022

This statement will be communicated to everyone working for or on behalf of MJL Contractors Ltd and is available to the public upon request.

Signature 

M J Lugg (Director)

Date 28<sup>th</sup> January 2024