

Modern Slavery and Human Trafficking Statement

The Company recognises that it is a commercial organisation within the Modern Slavery Act 2015, and that it is required to prepare a slavery and human trafficking statement for each financial year.

Please find below a statement of the steps the Company has taken, and is taking, during the financial year to ensure that slavery and human trafficking is not taking place (i) in any of its supply chains, and (ii) in any part of its own business.

The Company:

- 1) organisation structure, business and supply chains are set out in the Company Integrated Management Manual.
 - a) The work is not seasonal.
 - b) Countries from which the supply chain sources goods and/or services do not include any of the countries where modern forms of slavery are prevalent¹.
- 2) policies in relation to slavery and human trafficking include:
 - a) Health & Safety Policy
 - b) Equal Opportunities and Discrimination Policy
 - c) Risk and Opportunity Management Policy
 - d) Whistle blowing Policy
- 3) due diligence processes in relation to slavery and human trafficking in the Company's
 - a) business
 - i. No processes have been set up because the Company has no employed staff/employees
 - b) supply chains
 - i. The Company has one main first tier supplier, UBB (Gloucestershire) Construction joint venture, an unincorporated joint venture partnership between Balfour Beatty Construction Northern Limited and Balfour Beatty Engineering Services Limited (both as agents of Balfour Beatty Group Limited), and Urbaser Limited. Balfour Beatty and Urbaser each have robust statements, codes of conduct, policies, due diligence processes, risk management systems, and

¹ Reference <https://www.globallslaveryindex.org/findings/> 02/10/2017: The 2016 Global Slavery Index estimates that 45.8 million people are subject to some form of modern slavery in the world today. The Index presents a ranking of 167 countries based on the proportion of the population that is estimated to be in modern slavery. The countries with the highest estimated prevalence of modern slavery by the proportion of their population are North Korea, Uzbekistan, Cambodia, India, and Qatar. In North Korea, there is pervasive evidence that government-sanctioned forced labour occurs in an extensive system of prison labour camps while North Korean women are subjected to forced marriage and commercial sexual exploitation in China and other neighbouring states. In Uzbekistan, the government continues to subject its citizens to forced labour in the annual cotton harvest.

Those countries with the highest absolute numbers of people in modern slavery are India, China, Pakistan, Bangladesh, and Uzbekistan. Several of these countries provide the low-cost labour that produces consumer goods for markets in Western Europe, Japan, North America and Australia.

The countries with the lowest estimated prevalence of modern slavery by the proportion of their population are Luxembourg, Ireland, Norway, Denmark, Switzerland, Austria, Sweden and Belgium, the United States and Canada, and Australia and New Zealand. These countries generally have more economic wealth, score higher on government response, have low levels of conflict, and are politically stable with a willingness to combat modern slavery.

effectiveness/performance checks in relation to slavery and human trafficking. The board makes periodic checks on these, and reviews at monthly board meetings to consider practical application, appropriateness, and success.

- ii. The Company will maintain on-going assessment of modern slavery risks and opportunities for future improvement.
- 4) risk of slavery and human trafficking taking place:
- a) in its business is very small because the Company has no employed staff/employees,
 - b) in its supply chains is greater, however please see 3b)i) above for details on the steps the Company has taken, and is taking, to assess and manage that risk;
- 5) determines effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains as set out in 3b)i) above.
- 6) training about slavery and human trafficking available to staff.
- i. No training has been set up because the Company has no employed staff/employees

The Company has a website - - <http://www.ubbglooucestershire.co.uk/>

Consequently, the Company will provide a copy of the slavery and human trafficking statement to anyone who makes a written request for one, and will do so before the end of the period of 30 days beginning with the day on which the request is received.

This slavery and human trafficking statement is approved by the board of directors

Signed by a director

Signature



Name Chris McCarthy

Date 08/04/2019