

## Policy Scope

*This statement sets out Avondale Construction's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.*

As part of Construction Industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its business activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## Organisational structure and supply chains

This statement covers the activities of Avondale Construction:

We are a London based Construction Logistics Specialist working sole in the UK Construction Industry

## Responsibility

Responsibility for the organisation's anti-slavery initiatives is headed up by our Managing Director Nick Curran with support from our HR and administration team

## Relevant policy

The business operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations

## Hidden Labour Exploitation policy statement

The business is committed to developing and adopting a proactive approach to tackling hidden labour exploitation.

## Whistleblowing policy

The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the business. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline.

## Employee code of conduct

The business' code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

## Ethical Sourcing Policy

The business is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

## Agency Policy

The business uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

## Due diligence

### Ethical Trade and Human Rights

#### Self-Assessment Questionnaire for Suppliers

The business undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers, including: -

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- Evaluating the modern slavery and human trafficking risks of each new supplier [this may be part of a more general human rights or labour rights assessment]
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- Participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking in particular the Supply Chain Sustainability School;

## Training

The organisation requires all procurement staff and HR professionals within the business to complete training on modern slavery via the Supply Chain Sustainability School e-learning module.

## Awareness-raising programme

As well as training staff, the organisation has raised awareness of modern slavery issues through the support of the Supply Chain Sustainability School and Considerate Constructors Scheme campaigns including flyers, posters and emails distributed to projects.

## This literature covers:

- The basic principles of the Modern Slavery Act 2015;
- How employers can identify and prevent slavery and human trafficking;
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- What external help is available, for example through the Modern Slavery Helpline.

This statement has been approved by the business' Managing Director who will review and update it annually.

Signature:



**Managing Director**

Mr. Nick Curran