

Modern Slavery Statement

About us

We are Avondale Construction Limited, a company registered in England and Wales (**the Company, we, us or our**). Our head office is located at **4th Floor, 4 Tabernacle Street, London, EC2A 4LU**.

We oppose slavery and human trafficking in all its forms. We are committed to improving our practices to combat modern slavery and human trafficking in our business by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking.

Our annual consolidated turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015 (**Act**), we are making this voluntary Statement to show our commitment to ethical trading principles and to set out the steps we have taken or intend to take to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

We operate in low-risk industries and geographic locations; our supply chains consist primarily of Employees, Subcontractors, labour suppliers, IT service suppliers, specialist trade contractors and provisional service providers who support the delivery of the company business and services

Modern slavery

Modern slavery includes any conduct that constitutes modern slavery under the Act and includes child labour, human trafficking, forced labour, debt bondage, deceptive recruitment for labour and services, slavery and slavery-like practices, servitude and other forms of serious exploitation.

Indicators of modern slavery may include:

- excessive working hours;
- isolation;
- abusive working conditions; and
- underpayment, no payment or withholding of payment of wages.

Assessing and managing risk

We have implemented or intend to implement the following measures to identify, reduce and combat the risks of modern slavery in our operations and supply chains:

- investigating allegations of modern slavery in our business operations and supply chains;
- engaging with our suppliers to improve our position in preventing and readily identifying, reducing and combatting modern slavery risks in relation to our supply chains;
- only employing agency workers through reputable employment agencies that we believe adhere to our anti-slavery and human trafficking policy;
- training our staff on their obligations under our internal policies and this Statement; and
- implementing processes to mitigate modern slavery risks that we consider necessary and reviewing such processes from time to time.

Due diligence

We expect those we do business with to address modern slavery within their own business operations and supply chains to the same standard. We vet suppliers and sub-contractors to ensure they are committed to ethical labour practices. Accordingly, before entering, or during the term of, an agreement with any third party for services or supply arrangements, we may endeavour to obtain from that supplier certain assurances of compliance with the Act and/or our internal policies, and the prevention of modern slavery within their supply chains. We may also investigate any modern slavery concerns identified in relation to our suppliers, who are then expected to cooperate, and, where relevant, procure their suppliers, contractors, agents and related entities to cooperate, with our investigations and any further measures we consider are appropriate to mitigate the identified modern slavery concerns.

Effectiveness in combatting slavery and human trafficking

We monitor our compliance with modern slavery obligations through the following measures:

- **Incident Reporting:** Tracking and investigating any reported concerns or suspected incidents of modern slavery or human trafficking in our operations and supply chains, including the nature of concerns raised and actions taken in response.
- **Training and Awareness:** Recording training provided to relevant staff on modern slavery awareness, risk identification, and reporting procedures, including the number of employees trained and frequency of training delivery.
- **Supplier Engagement:** Maintaining records of communications with suppliers regarding our expectations on modern slavery compliance, including the incorporation of modern slavery provisions in our supplier agreements.
- **Policy Review:** Conducting periodic reviews of this policy and our modern slavery practices to ensure continued compliance with legal obligations and evolving best practice.

We recognise that our approach to measuring effectiveness continues to develop as we enhance our understanding of modern slavery risks in our business and supply chains. We are committed to strengthening our monitoring processes and expanding our key performance indicators as our capabilities mature.

Where incidents or risks are identified, we prioritise taking appropriate remedial action and using these findings to improve our systems and processes for preventing modern slavery.

Staff and Training

All staff have a role to play in preventing, detecting and reporting modern slavery risks. Our staff are required to immediately notify management of any actual or suspected modern slavery which may be in breach of our internal policies.

We encourage this through our regular meetings with relevant personnel. We may also conduct anonymous surveys for our staff to report back to us on various parts of our business.

Our staff must immediately notify management if they engage with a supplier who engages in, or is suspected to engage in, modern slavery or fails to take measures to prevent modern slavery risks in their supply chains. We may further investigate the supplier's supply chains and assess whether its operations are consistent with any contracts we may have in place with the supplier.

Variations to this Statement

We may vary, remove or replace this Statement at any time.