



MODERN SLAVERY AND TRAFFICKING POLICY

Griffiths Groundworks Ltd

Griffiths Groundworks Ltd is committed to understanding modern slavery risks. This statement outlines how we protect against slavery in our business and supply chains in line with meeting the requirements set out within the Modern Slavery Act 2015.

We all have a responsibility to be alert to the risks, however small, in our business and supply chain. We have a zero tolerance to this issue and expect our employees, subcontractors and any other persons representing Griffiths Groundworks Ltd in any way to comply with our values.

Staff are expected and encouraged to report any concerns they may have and the senior staff and management are expected to act upon these concerns. Managers are required to act if concerns are raised, whether they be within Griffiths Groundworks Ltd or outside.

Griffiths Groundworks Ltd are a groundworks, civil engineering and construction company based in Mold, Flintshire, Wales. We operate solely within the UK and have no business dealings outside of the UK.

Griffiths Groundworks Ltd are committed to act ethically and be transparent and honest in all business dealings and relationships. Griffiths Groundworks Ltd is also committed to implementing effective systems and procedures so that as far as is ethically possible Griffiths Ground works Ltd ensures that slavery and human trafficking does not take place anywhere in their supply chain.

To mitigate and identify risks associated with modern slavery and human trafficking, Griffiths Groundworks Ltd has the following in place;

- We source, employ and train all our employees ourselves, building long term relationships and communicating our expectations clearly at the outset and when necessary during our working relationship
- All subcontractors are required to pass through an approval process before being allowed to work on any project
- New supply chain members, as part of their selection process, are required to provide a signed declaration to abide by our Modern Slavery and Trafficking Statement and confirm compliance with the Modern Slavery Act.
- Our business operations are limited to those within the UK to ensure best control and supervision of all sites and those who work within them are appropriately vetted.
- Systems have been put in place to encourage people to report any concerns that they may have and to protect the identity and well being of whistle blowers.

- All new supply chain members are required to produce a statement or policy detailing the steps they have taken to ensure that there is no modern slavery of human trafficking in their supply chains.
- All relevant staff are trained to recognise and understand modern slavery and human trafficking risks enabling them to be aware of possible problem areas.
- The Directors are briefed on the subject and review the policy annually to ensure that our supply chain and organisation continue to be free of modern slavery.

Signed on behalf of Griffiths Groundworks Ltd

Director

A handwritten signature in blue ink, consisting of a stylized initial 'G' followed by a long horizontal stroke.