

Modern Slavery Policy

1. Policy Statement

Currall Lewis & Martin Ltd is fully committed to preventing modern slavery and human trafficking in all areas of our operations and supply chains. We recognise that these practices represent serious violations of human rights and dignity, and we will not tolerate any form of forced labour, servitude, or exploitation in our business or those with whom we work.

This policy is made pursuant to **Section 54 of the Modern Slavery Act 2015** and constitutes our Company's anti-slavery and human trafficking statement.

2. Scope

This policy applies to:

- All employees, directors, and agency workers
- Subcontractors, suppliers, and third-party service providers
- All business operations and supply chains, both in the UK and internationally

3. Organisational Overview

Currall Lewis & Martin Ltd operates across a broad range of civil engineering disciplines, including:

- Structural alterations and concrete repairs
- Substructure and superstructure works
- Bridgeworks and highways
- General construction and infrastructure services

We work with a diverse and multi-tiered supply chain to support delivery across sectors, and we understand that supply chain complexity increases the potential risk of unethical labour practices.

4. Our Commitments

We have **zero tolerance** for slavery, servitude, forced labour, or human trafficking and will act to:

- Ensure ethical labour practices across all operations
- Vet new and existing suppliers for slavery and trafficking risks
- Promote transparency and accountability across the supply chain



- Provide channels for reporting unethical conduct without fear of retaliation

Our policy reflects our commitment to **ethical business practices, corporate social responsibility**, and compliance with **ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018** as part of our Integrated Management System.

5. Key Actions and Risk Controls

We take the following actions to prevent modern slavery:

- **Supply Chain Due Diligence:**
All new contractors and suppliers are subject to pre-qualification checks. We conduct reviews to assess labour standards, business ethics, and risk of slavery-related breaches.
- **Contract Clauses:**
Our procurement contracts include anti-slavery clauses, requiring compliance with this policy and the Modern Slavery Act 2015.
- **Right-to-Work and Fair Pay:**
We check all employees' eligibility to work and ensure compliance with minimum wage laws and fair pay.
- **Whistleblowing Protection:**
We maintain a confidential whistleblowing process that encourages employees and suppliers to report concerns relating to unethical labour practices. Reports are investigated promptly and discreetly.
- **Refusal to Work With Offenders:**
We will not knowingly engage with any organisation or individual involved in slavery or human trafficking.

6. Training and Awareness

To promote awareness:

- Relevant employees receive **modern slavery awareness training**
- Directors and senior managers are **briefed annually**
- Toolbox talks and site inductions include information on ethical labour practices
- Guidance is provided to procurement and contract teams to assess supply chain risks

7. Continuous Improvement

We review our approach regularly through:

- Internal audits
- Supplier performance reviews
- Feedback from employees and stakeholders
- Updates to training and procedures based on emerging risks



Our Directors formally review the Modern Slavery Policy annually to ensure continued suitability.

8. Transparency and Publication

This policy will be:

- **Published on our website** for access by employees, clients, stakeholders, and the public
- Reviewed annually and updated where appropriate
- Shared with suppliers and subcontractors as part of our onboarding and audit process

9. Reporting Concerns

All employees and stakeholders are encouraged to report concerns in confidence to a line manager, the SHEQ Manager, or via our whistleblowing process. Reports will be taken seriously and investigated promptly.

Signed:

Ron Pinfield, Managing Director.

Date: May 2025