

Anti-Slavery Policy

Advanced Building Contractors Ltd Anti-Slavery Policy (the **Policy**) reiterates the ethical conduct already expected of the Group and sets out measures that the subsidiaries must take to ensure that slavery and human trafficking are not taking place within their businesses and supply chains.

The board is required to produce an annual report detailing all steps taken as part of its review of slavery risk in the business and supply chains, a summary of the key risks identified by the risk review and the actions to mitigate those risks and a statement on how effective the due diligence and risk mitigation steps are in ensuring that slavery and human trafficking is not taking place in the business or supply chains.

If any doubts are raised during the review as to whether slavery and/or human trafficking exists and the relevant supplier has not provided sufficient evidence to the contrary or implemented an appropriate rectification plan, the respective subsidiary is required, where practicable, to cease placing orders with that supplier within 12 months.

We encourage all employees to report unethical behaviour to their line manager in the first instance. We also operate a confidential reporting service ('whistleblowing') which is available to all employees.

Due diligence process

All Due Diligence Reports confirm that the subsidiaries have undertaken proportionate due diligence during the financial year.

This has involved identifying the suppliers we consider to be 'high risk' according to annual spend, sector risk and country risk. If a supplier is identified as high risk, further due diligence will be undertaken and the supplier will be required to confirm in writing which steps it has taken – or will take – to ensure that it is not involved with slavery and/or human trafficking and that it fully complies with the MSA.

In the past financial year, no suppliers were identified as 'high risk'.

Managing Risk

Following the due diligence process, each subsidiary has confirmed that no key risks have been identified. Therefore, risk mitigation is not currently required although this will continue to be monitored by the firm.

Training and Awareness

Training is provided to all employees whose role requires them to have an understanding of the risks of modern slavery and human trafficking in our supply chains.

Advanced Building Contractors Ltd considers its approach to anti-slavery to be proportionate, robust, and effective.



Approved by Fraser Cattanach on 5th November 2023.

Signature:

Director

Dec 5, 2023






36.Anti Slavery Policy

Final Audit Report

2023-12-05

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