

## Modern Slavery Act Statement

Bancroft Ltd ('the Company') recognises that slavery and human trafficking remains a hidden blight on the global society. The aim of the company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to the Directors, where they are expected to act upon them.

The company activities are varied through the M&E sectors within the Construction Industry areas such as Shell & Core, Commercial and Fit-out works. We have a multi-disciplined supply chain to support us through the different aspects and activities within our business. We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chain or any part of our business. We expect our supply chain (whether direct suppliers or those that directly or indirectly supply our direct suppliers) to share the same values. We have reviewed our business and our supply chain over the past 12 months and no recorded incidents have occurred. Neither we nor, to the best of our knowledge, has our supply chain made use of forced labour.

The company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to);

- More stringent vetting and investigation of our supply chain
- Continually audit and review our practices for checking all employees are paid above the minimum wage and have the right to work
- Encourage the reporting of concerns and the protection of whistle blowers
- Not knowingly support or deal with any business involved in slavery or human trafficking
- Zero tolerance to slavery and human trafficking and expect our supply chain and contractors to comply with our values

To ensure high level of understanding of the risks of modern-day slavery and human trafficking in our supply chains and our business, we provide training to all relevant members of staff. All Directors have been briefed on this subject.

This statement is in accordance with section 54 of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement. References in the statement to 'forced labour' mean any conduct which an offence under Part 1 of the Act may be, including slavery or exploitation. For transparency, the company will publish the Modern-Day Slavery & Trafficking Act 2015 Policy Statement on our website for public, employees, clients and stakeholders to view.

This statement will be reviewed and revised as and when required, but within 12 months.

Signed:

Name: Barry Martin, Managing Director

Date: 11<sup>th</sup> January 2021