

## **SLAVERY & HUMAN TRAFFICKING STATEMENT**

Westridge Construction Ltd are committed to improving our practices to ensure that the appropriate steps are in place to combat slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to help ensure slavery and human trafficking is not taking place anywhere in our supply chain. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

### Organisation's Structure and Business

Westridge are a privately owned Main Contractor formed in 1990 with offices based in Kent and Sussex. We operate throughout the South East and employ 160 staff including over 60 site technicians. The Company adopts a flexible approach on construction projects (typically between £1m - £15m) and have a depth of knowledge across the full range of contract types and procurement routes.

### Our Supply Chains

Our supply chains include: recruitment consultants, security services and a range of other subcontractors.

### Due diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we ensure that the appropriate due diligence procedures are taken when engaging with suppliers. These processes include:

- Review the business' employment policies, labour conditions, recruitment processes (including the use of agents and intermediaries to recruit staff), outsourcing arrangements and the use of low-paid or temporary staff
- Where possible, building long-standing relationships with our suppliers and making clear our expectations of business behaviour
- Where appropriate, providing training to relevant staff to raise awareness of modern slavery and human trafficking issues.

### Supplier Adherence to our Ethics

Westridge Construction does not allow harsh or inhumane treatment. We have zero tolerance to slavery and human trafficking, any threat of physical or sexual violence, harassment or intimidation against employees, their families or close associates. We expect our suppliers and others to meet these expectations and we will not knowingly support or deal with any business involved in slavery or human trafficking.

### Our Employees

At Westridge Construction we treat all our employees fairly and equally. Our employees are paid at least the national living wage and payments are made directly to employees without delay. Clear and transparent information will be given to employees regarding changes to wages such as deductions (authorised by law), rates of pay and hours worked.

Our employees are not forced to work in excess of the number of hours permitted by law and our normal working hours and overtime do not exceed 48 hours per week unless agreed by the employee, they are entitled to terminate their employment without penalty at any time giving reasonable / contractual notice.

We encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.



Signed: .....Martin Buckthorpe  
Managing Director

Date: October 2019