



ANTI-SLAVERY & HUMAN TRAFFICKING

STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our company's anti-slavery and human trafficking statement for our last financial year. This statement has been approved by the Board of Directors.

INTRODUCTION

We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All employees are expected to follow the guidance outlined in our Anti-Slavery and Human Trafficking Policy and to report concerns. This policy is available through our intranet, management system, and can be found published on the home page of our website.

Managers of the company are required to act whenever any concerns are raised whether from within or from outside of the business.

To date we have had no reports of modern slavery within our business or through our activities with our supply chain.

ORGANISATION'S STRUCTURE

We are a construction company based in the UK with a turnover in excess of £70m. Knights Brown has its head office and a regional office in Ringwood, Hampshire and regional offices in Rochester, Kent and Bridgend, Wales. We operate within the UK and also provide construction services to customers in the Republic of Ireland.

We have approximately 300 directly employed staff within the business. We also work closely with a small number of labour agencies.

OUR POLICY ON ANTI-SLAVERY AND HUMAN TRAFFICKING

We are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery and human trafficking is not taking place anywhere in our company or supply chain.

OUR SUPPLY CHAIN

We engage with subcontractor organisations to carry out works and services on our construction sites and in sourcing materials and manufactured products. We have approximately 500 subcontractors who we currently work with.

We are committed to ensuring that slavery and human trafficking plays no part in our supply chain.

As part of our initiative to identify and mitigate risk:

- Where possible we continue to build long standing relationships with our suppliers and subcontractors and make clear our expectations of business behaviour.
- We expect all subcontractors to comply with our commitment, this requirement forms part of our vendor assessment process. Our supplier declaration requires evidence of each supplier's modern slavery policy or compliance with Knights Brown's policy.
- Our people and those we work with are encouraged to challenge any unethical, dishonest or unacceptable behaviour they encounter and to speak up if they see things that don't meet our high standards.

Our Whistleblowing Policy is published on our website and can be viewed [via this link](#).

RISK ASSESSMENT

In 2019 the company has a planned programme to audit the procurement of materials to ensure compliance with the Act through our materials supply chain, some of which will reach overseas. Upon review of this audit, further action will be recommended.



TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we continue to provide training to relevant members of staff. This is provided on commencement with the company and is revisited every three years or earlier if required. Our e-learning programme informs members of staff on the Modern Slavery Act and their duties and responsibilities including how to report concerns. All directors have been briefed on the subject.



KEVIN VALENTINE | MANAGING DIRECTOR
JUNE 2021