

MODERN SLAVERY & HUMAN TRAFFICKING POLICY



Section 54 of the Modern Slavery Act 2015 applies to all commercial organisations which carry out business or part of a business in the UK and have a turnover of £36 million or more per annum. Section 54 can therefore apply to non-UK registered companies.

Introduction

This policy ensures that Walker Construction (UK) Ltd ("Walker Construction") complies with section 54 of the Modern Slavery Act 2015, and sets out the responsibilities for employers and employees.

Walker Construction is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

Annual statement

We will publish an annual slavery and human trafficking statement. A link to this statement will be on the homepage of the website and will be signed and approved by the Managing Director.

The Managing Director is responsible for ensuring that this statement is published and reviewed on an annual basis.

The statement will explain the steps that Walker Construction has taken to ensure that slavery and trafficking are not taking place in any of its supply chains, or in any part of its own business.

Content of the statement

The following items will be included in the statement.

1. The structure of our company, the business operations of the company and the supply chains.
2. Our policies in relation to slavery and human trafficking.
3. The due diligence processes that we carry out to ensure that there is no slavery or human trafficking in our business and supply chains.
4. Identification of any parts of our business and supply chains where there is a risk of slavery or human trafficking taking place, and the steps that we have taken to assess and manage the risk.
5. An assessment of the effectiveness of the measures that we have taken to stop slavery and human trafficking taking place, and the way that we assess and manage the risks that are identified.
6. A statement that training about slavery and human trafficking is available to all employees.

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Additional action points

In addition to producing the annual statement, Walker Construction is committed to:

- Ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility.
- Ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure.
- Carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK.
- Ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and endeavour to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act.
- Appointing a named individual to oversee the compliance with the Modern Slavery Act 2015 (this person is Pamela Lilley, Human Resources Manager).
- Identifying and addressing any areas of high risk in our supply chain.
- Completion of an annual risk assessment for modern slavery.
- Providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

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