

SLAVERY & HUMAN TRAFFICKING POLICY

Grangewood Builders Ltd is committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a gross violation of human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are committed to implement and enforce effective systems and controls to ensure modern slavery is not taking place in our own business, or in any of our supply chains.

Grangewood Builders Ltd is/has:

- A leading building contractor in the London area, specialising in residential and heritage projects, with over 50 employees and a turnover of £20 million per annum.
- Based in Loughton, Essex and the majority of our projects are based in London and the South East.
- A supply chain which includes a large range of construction suppliers, ranging from raw materials to fixtures and fittings. Approved suppliers areSSIP accredited.

To meet our commitments to our Slavery and Human Trafficking Policy, we will:

- Ensure that there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act.
- Expect the same high standard from all our contractors, suppliers and other business partners. As part of our contracting process, we include specific prohibitions against the use of forced, compulsory or trafficked labour and anyone held in slavery or servitude, whether adult or children. We expect that our suppliers will hold their suppliers to the same high standards.
- Ensure due diligence processes for Slavery and Human Trafficking. As part of our initiative to identify and mitigate risk, we have reviewed all members of our supply chain.
- Ensure that the systems are in place to:
 - Identify and assess potential risk areas in our supply chains.
 - Mitigate the risk of slavery and human trafficking occurring in our supply chains.
 - Monitor potential risk areas in our supply chains.
 - Protect whistle blowers (through our Raising Concerns Policy).

To meet our commitments to Supplier Adherence to our Values, we will:

- Ensure that training is provided to our senior staff, ensuring a high level of understanding of the risks of modern slavery and human trafficking.
- Take further steps to combat slavery and human trafficking, such as requesting copies of supplier statements on an annual basis in line with legislation.
- This statement is pursuant to section 54(1) of the Human Slavery Act 2015.