

MODERN SLAVERY ACT

Anti-Slavery and Human Trafficking Statement

The following statement is made on behalf of Horizon Construction London Ltd in accordance with section 54 (1) of the modern Slavery Act 2015 and sets out the steps that Horizon Construction London Ltd has taken and continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Horizon Construction London Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or supply chain.

HOW WE MANAGE THE RISKS

Supply chain

Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter

We will undertake the appropriate due diligence when considering taking on new suppliers, contractors and business partners, and regularly review with existing suppliers, contractors and business partners.

We will implement a supplier code of conduct. This will require all suppliers, contractors and business partners to confirm in writing their compliance with the modern slavery act 2015 and include relevant clauses in any contracts or agreements.

Serious breaches of our supplier code of conduct will result in termination of the business relationship.

Staff

We will only use reputable employment agencies and we will always verify the practices of any new agency before engaging staff from it.

Employees are required to avoid any activity that might lead to, or suggest a breach of this policy. Employees will be encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our organisation or supply chains at the earliest possible stage.

Training and awareness

We will provide training on our policy; any associated processes; and the potential risks we face. This will be included in core induction for new staff and will also be available for existing staff at regular intervals.

We will communicate our policy and action plan to all employees, suppliers, contractors and business partners.

Next steps

Following a review of the effectiveness of the policy we intend to take the following steps:

- Implement our policy in full
- Prioritise risks
- Agree a code of conduct with suppliers and review contractor and supplier contracts
- Monitor and record any incidents or allegations across our supply chain
- Provide continued support and training to all employees on our modern slavery policy

This statement is made pursuant to section 54 (1) of the modern slavery act and constitutes of the companies' modern slavery and human trafficking statement for the financial year ending March 2018

Signed on behalf of Horizon Construction London by:

Date: June 2017

