

### **Introduction from Senior Management**

The Board of Directors of Collins Earthworks Ltd, Collins Demolition Ltd, Collins Earthworks (Transport) Ltd, Envirotrac & Collins Training Ltd are committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order 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 and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

### **Our business**

Our business works with various other companies that provide transportation of earthmoving machinery from various sites, removal of buildings or structures from sites and lime to sites that have water related issues.

### **Our supply chains**

We work with other companies that provide machinery to us. These companies operate worldwide. To ensure our suppliers have adequate procedures in place to combat human trafficking and slavery we ask our suppliers to provide us with a copy of their Modern Slavery Statement, so that we can review what their policies are on slavery and human trafficking.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we work with reputable agencies to find potential employees.

Before engaging a contractor, we carry out due diligence on them by following our vetting process. Once the contractor is engaged by us, we re-vet them every three years for compliance and, on an annual basis for health and safety monitoring purposes.

We have in place systems 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.

### **Supplier adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we require our contractors to complete a vetting form before engaging them and such forms are reviewed by our dedicated compliance team.

**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 provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

**Further steps**

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to continue to vet our contractors before engaging them, ask suppliers for their Modern Slavery Statement and ensure we adhere to any changes in applicable law.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending November 2020.

David Collins  
Managing Director  
Date: 14.05.2021



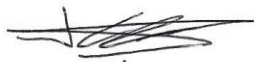
Pat Gaffney  
Director  
Date: 14.05.2021



Scott Craddock  
Director  
Date: 14.05.2021



Jack Cave  
Director  
Date: 14.05.2021



Gary Fisher  
Director  
Date: 14.05.2021

