

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.

How to raise a concern

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager or the HR Department as soon as possible if you believe or suspect that a breach of this policy has occurred, or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the HR Department.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform HR immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

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.

Should any member of staff have concerns relating to modern slavery or human trafficking within the business or our supply chain, they should raise concerns using the Whistleblowing Policy.

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 2023.

David Collins
Managing Director
Date: 26.01.2024



Pat Gaffney
Director
Date: 26.01.2024



Scott Craddock
Director
Date: 26.01.2024



Jack Cave
Director
Date: 26.01.2024



Gary Fisher
Director
Date: 26.01.2024

