

Introduction from Senior Management

The Board of Directors of Collins Earthworks Ltd, Collins Demolition Ltd, Collins Earthworks (Transport) Ltd, EnviroTrac and 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 to exploit them for personal or commercial gain.

Our Business

Our business works with other companies that provide transportation of earthmoving machinery from various sites, removal of buildings or structures from sites, and lime to sites with 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 a copy of their Modern Slavery Statement, allowing us to review their policies 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 any part of our business. We are committed to acting ethically and with integrity in all our business relationships and strive to implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place within 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 whistleblowers.

Supplier Adherence to our Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all contractors and those in our supply chain comply with our values, we require our contractors to complete a vetting form before we engage with 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 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 our business or supply chains as early as possible.

If you are unsure whether a particular act, the treatment of workers, or their working conditions in any tier of our supply chains involves 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 any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe you have suffered any such treatment, 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 encourage our business partners to provide training to their staff, 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 with them and 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 chains, they should raise concerns using the Whistleblowing Policy.

This statement is made in accordance with 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: 26.01.2025



Pat Gaffney
Director
Date: 26.01.2025



Scott Craddock
Director
Date: 26.01.2025



Jack Cave
Director
Date: 26.01.2025



Gary Fisher
Director
Date: 26.01.2025

