

## **MODERN SLAVERY ACT 2015 POLICY STATEMENT**

Ardmore Construction is a large privately owned construction company, specialising in design and build contracts. Company activities include building and construction in the UK and the manufacture of building components in London. It aims to procure building materials and components locally but does use a worldwide supply chain including both suppliers and trade contractors.

The company recognises that slavery and human trafficking remains a hidden blight on global society. The policy of the company is to pay fair wages to those it employs either directly or as self-employed subcontractors, and to ensure as far as is reasonably practicable that suppliers and subcontractors both in the UK and overseas do the same. Ardmore will not knowingly deal with any supplier or a subcontractor that pays their employees below the accepted norm in the country where the work is carried out.

This Policy reflects our commitment 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 chain.

### **The Company will:**

- Not knowingly support or deal with any business involved in slavery or human trafficking
- Monitor suppliers and subcontractors both in the UK and in the country of origin or manufacture with the aim of checking that fair wages are paid and that working conditions are acceptable, and that employees are free to leave their employment.
- Monitor that all personnel working on Ardmore projects are paid appropriately and at least the minimum wage set by the UK government, and are free to leave their employment
- Check that all personnel working on Ardmore projects are entitled to work in the UK by reviewing original passports, visa, taxation and other documentation
- Encourage the reporting of concerns and the protection of whistle blowers.

This policy is in compliance with Section 54 of the Modern Slavery Act 2015, and will be reviewed annually.

A handwritten signature in black ink, appearing to be 'Patrick Byrne', written over a horizontal line.

**Patrick Byrne**  
Managing Director

A handwritten signature in black ink, appearing to be 'Cormac Byrne', written over a horizontal line.

**Cormac Byrne**  
Managing Director

**August 2016**