

Makers Construction Modern Slavery ACT 2015 Annual Statement

Introduction

This statement is made pursuant to Part 6 Section 54 of the Modern Slavery Act 2015. This statement relates to activity during January 2024 to December 2024. Makers Construction Limited is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. We are committed to acting ethically and with integrity in all our business relationships and enforcing effective processes and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Organisational Structure

Makers Construction Limited is a leading structural refurbishment specialist operating in the construction industry. We operate across a range of sectors including, roofing, parking utilities and infrastructure.

The Makers Construction Limited code of conduct sets out the minimum behaviour we expect from our employees and supply chain partners. This policy deals with the specific issues association with modern slavery and human trafficking.

Modern slavery is a crime and a violation of an individual's fundamental human rights. It takes various forms, such as slavery, servitude, forced or 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 within the businesses making up the Makers Construction Limited or in any of our supply chains.

We are also committed to ensuring there is transparency in our own businesses and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as a part of our contract processes, we will include specific prohibitions concerning modern slavery, whether of adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Makers Construction Limited approach will be to work with our supply chain partners to improve performance standards but ultimately, we may have to review whether we can continue on-going relationships if our standards cannot be met.

Responsibility

The Managing Director together with the HSQE department will take lead responsibility for the development and implementation of the Company's anti- slavery initiatives.

Relevant Policies

Makers Construction Limited operates the following policies, documents or procedures:

Staff Handbook - We strive to maintain the highest standards of employee conduct and ethical behaviour in delivering our services and managing our supply chain. The Employee Charter sets out the behaviours expected of our employees when representing Makers Construction Limited.

Procurement Policy - Makers Construction Limited is committed to ensuring that its suppliers adhere to the highest standards of ethics as part of the procurement process. Suppliers are required to demonstrate that they provide safe working conditions, treat employees with dignity and respect and comply with relevant employment legislation.

Contract of Employment - Makers Construction Limited will undertake all relevant pre-employment checks prior to staff being employed. We will carry out fair and transparent recruitment processes and will ensure our recruitment agencies comply with these requirements in the provision of agency staff.

Open Door Procedure - Makers Construction Limited is committed to the highest standards of quality, probity, openness and accountability and as part of this commitment provides a confidential reporting process for employees to report serious concerns about any aspects of our work which includes abuse or neglect of vulnerable people directly to the owners of the business.

Due Diligence

Makers Construction Limited will direct and include definitions and actions to mitigate the risk of slavery or human trafficking in the delivery of its services and supply chain:

- All approved suppliers will be asked to take note and to provide evidence where requested of compliance with the principles of the Modern Slavery Act.
- To ensure an understanding of the potential risks to modern slavery and human trafficking in delivering our services and managing our supply chain, we will provide training to relevant members of staff.
- Where appropriate we will include reference to the Modern Slavery Act 2015 in our policies and procedures.

This statement has been approved by the Makers Construction Limited Managing Director, who will review and update it annually.

Signed:



Date:

8th JANUARY 2025

Simon Lamb:
Managing Director