

Modern Slavery & Human Trafficking statement

This statement is made under the Modern Slavery Act 2015 section 54(1) and is approved by the board of directors. It sets out what steps Andrew Scott Ltd has taken and will continue to take to ensure the Modern Slavery and Human Trafficking act is upheld within our business and our supply chain.

Andrew Scott Ltd established in 1870 is one of the UK's oldest independent construction companies. We operate in the civil engineering and construction sector to both public and private sector companies through a network of regional offices with our head office in Port Talbot. Andrew Scott Ltd is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour. We strongly believe that we are responsible for promoting ethical and lawful employment practices, which are also required to be followed by our suppliers, subcontractors and business partners.

- **Policies:**

We operate a number of internal policies to ensure we are conducting our business in a transparent and ethical manner. These include

- Supplier code of conduct – This sets out the manner in which we behave and how we expect our employees and suppliers to act
- Equality and diversity policy – we are fully committed to ensure our equality and diversity policy is implemented and maintained.
- Anti slavery and human trafficking policy – Sets out our stance and what we expect our supply chain to put in place to ensure compliance to the Modern Slavery Act 2015.
- Supply chain excellence policy – we strongly expect our supply chain partners to have the same ethical culture as ourselves to eradicate slavery and human trafficking not only from its organisation but also from our supply chain.
- We have in place an employee handbook which covers our whistle blowing policy and grievance procedure

- **Our subcontractors and suppliers:**

Andrew Scott Ltd operates a supplier policy and maintains a preferred supplier /subcontractor list. To ensure all our supply chain comply with our values we conduct an approval process before allowing them to be entered on our approved supplier list.

Our anti slavery and human trafficking policy forms part of our contracts with our supply chain and requires them to confirm that their business operations do not contradict our policy.

We are committed as an organisation to a work environment that is free from modern slavery and human trafficking and want to work with suppliers who share the same values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we intend to provide training to Directors and relevant members of staff and encourage our supply chain to do similar.

This modern slavery statement has been approved by the board of directors and will be reviewed annually.

Signed:

Date: 3rd August 2022



M. Bowen

Managing Director

Andrew Scott Limited

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