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Review Date	September 2027
Applicable Legislation	Modern Slavery Act 2015, Section 54

1. Introduction

Lawday Construction Limited (“the Company”) is committed to preventing modern slavery and human trafficking in all its forms. We recognise that the construction industry is particularly vulnerable to exploitation due to its reliance on sub-contracted labour, temporary workforces and complex supply chains.

This statement sets out our policies, processes and actions to identify and mitigate the risk of modern slavery within our operations and supply chain. It is published in accordance with the requirements of the Modern Slavery Act 2015.

2. Our Business

Lawday Construction Limited is a construction company operating across England and Wales. Our activities include residential construction, commercial fit-out, refurbishment and conversion projects. We employ a directly employed workforce supplemented by sub-contracted trades and specialist suppliers.

Our supply chain includes groundworks and civil engineering sub-contractors, mechanical and electrical installers, material suppliers, plant hire companies, waste management providers and professional consultants.

3. Our Policies

Lawday Construction has the following policies in place that are relevant to the prevention of modern slavery:

- Modern Slavery and Human Trafficking Policy – sets out our zero-tolerance approach to modern slavery and the responsibilities of all employees and partners
- Whistleblowing Policy – encourages employees and sub-contractors to report concerns about unethical conduct, including potential instances of modern slavery, without fear of reprisal
- Recruitment and Employment Policy – ensures that all directly employed staff have the legal right to work in the United Kingdom, with appropriate checks carried out before employment commences

- Sub-Contractor Procurement Policy – requires all sub-contractors to demonstrate compliance with employment law, including the payment of at least the National Minimum Wage or National Living Wage
- Code of Conduct – sets the standards of behaviour expected of all individuals working on Lawday Construction projects

4. Due Diligence and Risk Assessment

Lawday Construction takes the following steps to assess and manage the risk of modern slavery:

4.1 Supply Chain Due Diligence

- All new sub-contractors and suppliers are required to complete a pre-qualification questionnaire that includes specific questions on modern slavery compliance
- We verify that sub-contractors hold valid HMRC registration, employers' liability insurance and appropriate trade body memberships
- Supply chain partners are required to confirm that they pay their workforce at least the National Minimum Wage or National Living Wage and do not use forced or compulsory labour
- We reserve the right to audit sub-contractors' employment records and practices at any time during the contract period

4.2 Risk Assessment

We have assessed the key risk areas within our business and supply chain as follows:

- Labour supply agencies – higher risk due to the use of temporary and agency workers. We require all agencies to be compliant with the Employment Agencies Act 1973 and the Gangmasters and Labour Abuse Authority licensing requirements where applicable
- Sub-contracted trades – moderate risk, particularly in trades with high levels of self-employment and cash payment. We verify employment status and payment practices
- Material supply – lower risk for UK-sourced materials, but we remain vigilant regarding imported products and materials sourced from regions with known labour exploitation concerns
- Site welfare and accommodation – we ensure that where site accommodation is provided, it meets minimum standards and workers are not subject to excessive deductions or tied housing arrangements

5. Training and Awareness

Lawday Construction is committed to raising awareness of modern slavery across the business:

- All site managers and supervisors receive training on recognising the signs of modern slavery and the procedure for reporting concerns
- Modern slavery awareness is included in our site induction programme for all operatives, sub-contractors and visitors

- The Company's management team receives annual briefings on modern slavery risks, legislative developments and emerging best practice
- Information posters and contact details for the Modern Slavery Helpline (08000 121 700) are displayed in welfare facilities on all sites

6. Indicators of Modern Slavery

Lawday Construction trains its workforce to recognise potential indicators of modern slavery, which may include:

- Workers who appear to be under the control of others and are reluctant to interact with colleagues
- Workers who are collected and dropped off at site in groups and who may not have control of their own identification documents
- Evidence of poor living conditions, excessive working hours or workers who appear malnourished or unkempt
- Workers who are unable to negotiate their own terms and conditions of employment or who appear to receive little or no payment
- Reluctance of workers to seek medical attention or engage with welfare services

7. Reporting Concerns

Any employee, sub-contractor or member of the public who suspects that modern slavery may be occurring on a Lawday Construction project or within our supply chain should report their concerns immediately through one of the following channels:

- Direct report to the Site Manager or Project Manager
- Confidential report through the Company's Whistleblowing Policy
- Contact the Modern Slavery Helpline on 08000 121 700
- Contact the police on 101 (non-emergency) or 999 (if someone is in immediate danger)

All reports will be treated in strict confidence and investigated promptly. No individual will suffer any detriment as a result of raising a genuine concern in good faith.

8. Measuring Effectiveness

Lawday Construction measures the effectiveness of its modern slavery prevention measures through:

- Annual review of supply chain compliance with pre-qualification requirements
- Monitoring the number and outcome of modern slavery concerns reported
- Tracking the completion of modern slavery training across the workforce
- Regular review of sub-contractor employment practices during site audits and inspections
- Feedback from workforce engagement surveys and site welfare checks

9. Approval

This statement has been approved by the Director of Lawday Construction Limited and will be reviewed and updated annually.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's modern slavery and human trafficking statement for the financial year ending March 2026.



Signed:

Name: DARREN HARRIS

Position: DIRECTOR

Date: 14/09/2026