

Anderson Construction Ltd

Anti-Slavery Statement for the financial year ended 31 March 2020.

Introduction

This statement is made on behalf of Anderson Construction Limited and all the subsidiary companies within the Group pursuant to section 54 of the Modern Slavery Act 2015 (the 'Act') and constitutes our modern slavery statement for the financial year ending 31 March 2020.

The Business

Anderson Construction Ltd (including its subsidiaries) referred to in this statement as "Anderson Group" is one of the UK's leading contractors to the development industry and a leading residential property developer in its own right.

The Group is managed through its Board of Directors and is supported by a strong senior management team.

Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to implementation of effective systems and controls in place to ensure slavery and human trafficking is not taking place anywhere within the business or our supply chain.

Our anti-slavery compliance team help to ensure that our Anti-Slavery Policy is complied with and to manage concerns or breaches. We also have a clear Whistleblowing Procedure which is available to all staff on Self Service if there are any genuine concerns about any wrongdoing, these can be raised in confidence and without fear of disciplinary action.

Supply Chain and Due Diligence

The Company undertakes due diligence when taking on new suppliers and contractors and regularly reviews its existing suppliers. Our supply chain includes sub-contractors, contractors, suppliers of goods and materials and employment agencies. Anderson Group has a zero-tolerance approach to modern slavery and requires its supply chain to comply with this commitment.

- Subcontractors – Anderson Group undertakes due diligence on all new subcontractors, each is required to complete a pre-qualification questionnaire before becoming an approved contractor. Modern slavery forms part of the pre-qualification questionnaire and sub-contractors are required to confirm they conduct business within all applicable laws and regulations, including the Modern Slavery Act.
- Suppliers of Goods and Materials – Two companies within the Anderson Group have a procurement department that operates a database of approved suppliers. As part of due diligence, Anderson Group requires new supplier to complete a material supplier form and confirm they conduct business within all applicable laws and regulations including the Modern Slavery Act.

- Employment Agencies – Anderson Group undertakes due diligence when considering taking on new supplier of labor and maintains a preferred supplier list of employment agencies.

Further Steps

We have reviewed all our internal processes to understand what further steps can be taken to ensure that our obligations under the Act are met and that our Anti-Slavery Policy is effectively implemented and complied with.

Some of the specific measures we are continuing to proceed with are;

- Review existing policies and procedures to ensure that our staff know how to and are resourced to prevent or identify exploitation.
- Provide training for those involved in recruiting and supply chain management to raise awareness of slavery and human trafficking and its implications.
- Review our supply chain agreement when they are due for renewal to ensure compliance with our policy.
- Review our agreements with our sub-contractors when they are due for renewal to ensure compliance with our policy.
- Review our procurement processes to consider what, if any, adjustments might be made to further reduce the level of risk of slavery and human trafficking in our supply chain.
- We will continue to review internal processes and deliver more awareness throughout the Group by way of Toolbox Talks.

This Modern Slavery and Human Trafficking Statement will be reviewed annually and updated when necessary. The Board of Directors endorse this policy statement and are fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:



Andrew Jay
Group Managing Director