

Modern Slavery Statement for Financial Year 2016/17

This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that R G Carter Construction Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. R G Carter Construction Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

The R G Carter Group, founded in 1921, is a family owned business with a proud ninety-seven year history, achieving growth and success by combining strong traditional values with an innovative and forward thinking approach.

Servicing our national and regional clients from a network of offices based throughout the Central and Eastern regions of the United Kingdom, we provide design, sustainable, partnered construction and project management services for private and public sector clients on projects ranging from £50 to over £50 million.

R G Carter provides a client focused approach to all design and build projects, covering architectural, civil and structural engineering, mechanical and electrical services disciplines. In addition to this, our teams are experienced in design and build procurement, maintenance, refurbishment and the upgrade of existing facilities.

Drayton Building Services Limited is part of R G Carter Construction Limited being the parent company of 8 building service companies.

Our Policies

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

1. *Anti-slavery Policy:* This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help;
2. *Recruitment Policy:* We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
3. *Whistleblowing Policy:* We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals;

4. *Equal Opportunities Policy*: This policy emphasises our commitment to equality issues across the business and makes it clear that different treatment of employees and other individuals on the basis of a protected characteristic will not be tolerated.

Our Suppliers and Subcontractors

R G Carter Construction Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

As part of our contract with suppliers, we require that they confirm to us that:

1. They are aware of the issue of modern slavery and have taken steps to eradicate it within their business;
2. They hold their own suppliers to account over modern slavery;
3. They pay their employees at least the national minimum wage / national living wage (as appropriate);
4. We may terminate the contract at any time should any instances of modern slavery come to light, whether directly in relation to them, or in relation to any subcontractor that they have used.

Our Performance Indicators

We have not to date discovered, or received any report of, slavery and/or human trafficking within our business or supply chain.

We will continue to monitor our own processes and business, and require our suppliers and sub-contractors to do the same, to minimise the risk of modern slavery and/or human trafficking being able to occur.

Approved By:

JP Moynihan HR Director



Date: February 24th 2017