

## Modern Slavery Act Statement

This statement outlines how the Firm fulfils its obligations under the Modern Slavery Act 2015.

We are a construction company based solely in the United Kingdom. Our head office is in Drayton, Norwich, with regional offices located across East Anglia.

We are committed to act ethically, with integrity and transparency in all our business dealings and to implement effective systems and procedures to, as far as practically possible, ensure that slavery and human trafficking does not take place within our business or supply chain.

The Firm has a zero tolerance to this issue and likewise expects our people, suppliers and subcontractors to have the same.

We all have a duty to be alert to the risks in our business and the wider supply chain. Staff are expected to report concerns that they have to their respective Managers, who in turn are required to act if concerns are raised.

The following is in place to help identify and mitigate risk:-

- A number of existing policies are already in place to ensure that we are conducting business in an ethical and transparent manner;
- Relevant members of staff will receive instruction on the risks of modern slavery and human trafficking in our business, so that they are aware of the potential problem areas, and all Directors will be briefed on the subject.
- Systems are in place to allow the reporting of concerns of for the protection of whistle-blowers;
- Our aim is to continue to build long standing relationships with suppliers and subcontractors, and in forming those long-standing relationships we communicate our expectations clearly;
- We require all members of our supply chain to provide a declaration to abide by our Modern Slavery Statement and confirm compliance within the requirements of the Modern Slavery Act 2015;
- All new supply chain members will be required to confirm that they have a policy / statement setting out the steps they have taken to ensure that slavery and human trafficking is not taking place within their organisation or supply chain;

This statement will be reviewed annually by the Directors who shall take responsibility for implementing it to ensure that the Firm and our supply chain are free of slavery and human trafficking.

Signed on behalf of R G Carter Holdings Limited

A handwritten signature in black ink, consisting of a stylized, cursive name followed by a horizontal line.

Review date: 1<sup>st</sup> April 2020