

# 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 Rydon Group Limited 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. Rydon Group Limited 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

Rydon Group Limited is a construction, development, maintenance and management group operating throughout England. We are a multi-talented organisation, working across a wide range of market sectors within the built environment. We bring together an immense wealth of experience, expertise and talent, united by common values and principles, focused on partnering with our clients to enhance the quality of living for the communities in which we work.

## OUR HIGH RISK AREAS

As with other businesses working in the built environment, the majority of the workforce employed on our construction sites and the materials supply chain are subcontracted labour and therefore we work closely with them to enable them to understand their legal obligations.

## 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-Bribery Policy
2. Conflict of Interest Policy

3. Corporate Social Responsibility Policy
4. Environmental Policy
5. Health & Safety Policy
6. Modern Slavery Act Policy
7. Recruitment Selection & Induction Policy
8. Safeguarding Policy
9. Sustainable Development Policy
10. Whistleblowing Policy

## OUR SUPPLIERS

Rydon Group Limited operates a subcontractor and supplier policy and maintains an approved subcontractor list. We conduct due diligence on all suppliers and subcontractors before allowing them to become an approved subcontractor. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

All suppliers are required to confirm that no part of their business operations contradicts our Modern Slavery Act Policy.

## APPROVAL FOR THIS STATEMENT

This statement was approved by the Board of Directors.  
Lisa Fitzsimons, Group Human Resources Director

## Signed on behalf of Rydon Group

Signature(s) removed for security reasons:  
signed copies available on request

**Lisa Fitzsimons**  
Group Human Resources Director

Dated: November 2017