



Rydon

Modern Slavery & Human Trafficking Statement

For financial Year 2018/19



This statement is made pursuant to s.54 (1) 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 POLICIES

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

- Anti-Bribery Policy
- Conflict of Interest Policy
- Corporate Social Responsibility Policy
- Environmental & Sustainable Development Policy
- Health & Safety Policy
- Modern Slavery Policy
- Recruitment, Selection & Induction Policy
- Safeguarding Policy
- Whistleblowing Policy

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 Sub-contracted labour and therefore we work closely with them to enable them to understand their legal obligations.

OUR SUPPLIERS

Rydon Group Limited operates a subcontractor and supplier policy and maintains an approved subcontractor list. We conduct due diligence through pre-qualification questionnaires and interviews with all suppliers and subcontractors before allowing them to become an approved subcontractor. This includes:

- All suppliers are required to confirm that no part of their business operations contradicts our Modern Slavery Act Policy.
- Online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery
- Compulsory attendance of our site based induction which includes our Modern Slavery statement.

DUE DILIGENCE:

We have ensured due diligence in our processes:

- Employee induction making our employees aware of the Modern Slavery Act, including the definitions of slavery and human trafficking;
- Advising staff what to do if they suspect a case of slavery or human trafficking;
- Reviewed our Whistleblowing Policy and launched 'Speak Up', a confidential hotline for staff and stakeholders to confidentially report any instances of potential unethical behaviour, including modern slavery.

APPROVAL FOR THIS STATEMENT

This statement was approved by the Board of Directors.

Signed on behalf of Rydon Group

A handwritten signature in black ink, appearing to read 'Lisa Fitzsimons', written in a cursive style.

Lisa Fitzsimons
Group Human Resources Director

Dated: December 2018