

MODERN SLAVERY ACT STATEMENT

This statement is made published in accordance with section 54 (1) of the Modern Slavery Act (2015) and constitutes the Company's slavery and human trafficking statement for the current financial year. It sets out the steps taken by Faithdean PLC to prevent slavery, forced labour and human trafficking from taking place in any part of the business operations or that of its supply chain.

Introduction

Faithdean PLC is committed to conducting business honestly and with integrity both in terms of our company operation and with respect to our workforce and partnerships. We all have a responsibility to be aware of the risks, however small, in our business and in the wider supply chain. All employees are expected to be aware of and to follow the guidance outlined in the Company's Anti-Slavery and Human trafficking Policy and to report concerns.

Faithdean PLC are taking a pro-active approach in deterring, identifying and preventing modern slavery, as a company we do not tolerate any kind of forced labour or exploitation. Our intention is to encourage awareness of the issues around Modern Slavery and ensure that early identification of issues or concern are dealt with according in line with the guidance set out in the Modern Slavery Act.

We are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery and human trafficking is not taking place anywhere in the company or our supply chain.

Organisations Structure

Faithdean PLC works as a construction company predominantly as principal contractor with the provision of management services associated with all aspects of the design, planning, implementation, cost control and administration of construction contracts related to the building and internal fitting-out of commercial, government and residential buildings. Faithdean PLC employs several of its workforce directly but uses regular contract labour and sub-contractors.

Faithdean PLC has a diverse and inclusive workforce and employs people from outside the UK, both directly and via our supply chain. Migrant workers are often more vulnerable to human trafficking and forms of exploitation. It is within our policies that checks are carried out to ensure the identity and right to work for all directly employed staff. It is also stated within this policy that all sub-contractors and employment agencies are to conduct their own checks in accordance with UK visa and immigration enforcement guidelines.

Our Supply Chain

Faithdean PLC supply chain engages subcontractor organisations to carry out works and services on our construction sites, subcontractor packages include the sourcing of materials and manufactured products. There is a preference to source materials from the UK however this is not always possible, as a result suppliers may be based in some countries where there is a greater risk of Modern Slavery issues. In order to identify and mitigate risk, Faithdean PLC only uses an approved list of subcontractors and suppliers with an identifiable and distinct legitimate business.

Modern Slavery in Collaboration with Faithdean PLC Policies

This policy statement operates in conjunction with Faithdean's policies on equality, diversity and inclusion policy, anti-bribery and fraud prevention, whistle blowing and ethical policy. These policies are designed to ensure that Faithdean is acting ethically and with integrity in all aspects of our business ensuring that unlawful discrimination or business practices are avoided. To ensure that everyone has

access to our policies we ensure that they are accessible to all employees on the companies document management system iZone.

Due Diligence Process and Effectiveness

In the last year, we have minimised risk by:

- Requesting all our supply chain to confirm their own policies and procedures in regard to Modern Slavery and ensuring checks are carried out to confirm eligibility to work in the UK.
- Introduced Datascope software to sites to ensure checks are carried out and allow for audits to check eligibility in the UK and cross check information to assist in flagging irregularities.
- Continued protection of whistle-blowers making disclosures in the company.
- Continued to share knowledge and improve understanding of Modern Slavery issues amongst the workforce and the supply chain.
- Continued identity and right to work checks for all directly employed staff in accordance with UK visa and immigration enforcement guidelines.

Training Commitments for 2024

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains Faithdean will:

- Continue to develop our commitment to tackling forced labour and human trafficking by dedicated training to raise awareness. This will form part of the company's ongoing strategic review.
- Ensure all existing employees undertake awareness training in recognising, preventing, and reporting forced labour, labour trafficking and other hidden labour exploitation.
- Encourage and support our supply chain to ensure that they meet the same ethical business standards.
- Include awareness within our induction and using Stronger Together resources, will raise awareness and provide the appropriate guidance.
- Assign appropriate managers to attend the formal training 'Tackling Modern Slavery in the Construction Sector'.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act (2015) and constitutes Faithdean PLC modern slavery and human trafficking statement for the financial year ending 2023.



Chris South

Date: 6th January 2024

Director

Signed on behalf of the company and its subsidiaries.