



Modern Slavery & Human Trafficking Statement

This statement sets out Roger Bullivant Ltd (RBL) actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the current financial year. In pursuance of the requirement of Section 54 of the Modern Slavery Act 2015 this statement will be made publicly available via our company website.

Roger Bullivant Ltd is a foundation engineering company specialising in the design, manufacture and construction of foundations for all types of buildings and structures in all kinds of ground conditions. The majority of materials used are sourced within the United Kingdom supply chain or within the EU.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its directly employed workforce and supply chains are free from slavery and human trafficking. Our Group Code of Ethics and Conduct is integral to our everyday business along with other associated policies for example bribery & corruption policy, equality policy, recruitment policy and training policy. These set out overall standards and commitment towards anti-corruption, environmental protection, legal compliance and ethical conduct. These standards also extend to suppliers, contractors and sub-contractors.

This statement provides clarity to these standards, specifically focussing on the compliance of Roger Bullivant Ltd with the MSA and its commitment to prohibiting any form of forced labour or slavery throughout our supply chain.

To be able to achieve this commitment we are undertaking the following steps;

1. Pre-qualifying our suppliers, contractors and sub-contractors, covering compliance with our standards and policies, alongside a number of requirements around compliance and corporate responsibility. This enables RBL to evaluate and keep updated a potential supplier's suitability to provide goods, services and labour to RBL;
2. Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have procedures in place for the vetting of new employees to ensure that we are able to confirm their identities;
3. Communicating policies, standards and statements to all interested parties and providing training and guidance to help develop and educate staff with the aim of embedding responsibility so that employees know and understand company values.

RBL continues to review its policies and processes in an effort to go beyond basic regulations and compliance and to ensure the highest standards in our supply chain, as expected by customers and companies with whom we work.

Signed:

Cliff Wren, Managing Director

Date: 03.01.2019