

Slavery and Trafficking Statement

The Akela Group of Companies (the Group) provide multi-disciplinary construction services including: civil engineering, groundworks, property development solutions, inter-company plant hire and maintenance, surfacing works and accredited training and consultancy throughout the UK.

The Group is committed to social and environmental responsibility and have zero tolerance for slavery and human trafficking. We will not tolerate forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons by any supplier or for any other purpose.

The Group have a number of policies that help support the approach to, the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations. These include policies and procedures around Social Responsibility, Anti-Bribery, Anti-Harassment, Whistleblowing, Training and Development and Equal Opportunities. These principles reinforce and strengthen our commitment to the rights of our employees and workers in our supply chain.

Through our integrated management system we take a variety of actions to verify the absence of forced labour, slavery, and human trafficking in our supply chain, as below:

- Targeted training for those with responsibility on recruitment and supply chain management.
- Internal assessment of supply chain risk based on supplier performance and other indicators of supplier-specific risks.
- Processes and procedures to help confirm that employees and suppliers meet standard requirements. This includes confirmation of right to work in the UK by following Government guidelines and confirmed competencies by checking with organisations like the Construction Industry Training Board.
- Signed contracts in place confirming our commitments to the living wage, with all employees undergoing full induction of the company handbook and applicable procedures.
- Active feedback sought to improve processes and procedures, including group wide accountability and grievance mechanisms (e.g., our whistleblowing policy and grievance procedures).

Audits are undertaken on our management system to ensure conformity with policy commitments, legal and other requirements. Results of audits, feedback and data from other monitoring mechanisms are discussed during management reviews for continual improvement.

Signed

A handwritten signature in blue ink, appearing to read "Mark Markey".

Date 27/02/19

Name Mark Markey

Position Managing Director