

MODERN SLAVERY ACT POLICY & STATEMENT

1. **Aarsleff Ground Engineering Ltd** is committed to the highest level of ethical standards and sets high standards of impartiality, integrity and objectivity in relationship to the management of its activities.
2. The Company adopts a zero tolerance to corruption, bribery and this policy is endorsed by the Board.
3. We fully support the Government's objectives to eradicate modern slavery, child labour and human trafficking.
4. We call upon all organisations with whom we engage to influence their global supply chains by improving transparency and accountability; and together all can help the government eradicate the injustice and brutality of modern slavery and human trafficking.

Supply Chain Activity

1. The Company procurement activity generally takes place in the United Kingdom and our contractors and suppliers are generally based in the UK and Europe.
2. The Company undertakes ground engineering works as a sub-contractor to Principle Contractors in the Construction industry. The Company confirms this work is not seasonal.
3. The Company has added a provision in our Terms & Conditions that precludes any supplier who has been convicted of an offence under Sections 1, 2 and 4 of the Modern Slavery Act 2015.
4. This Statement and Policy forms part of the terms and conditions of Employment of all employees of the Company and is drawn to their attention in a printed handbook, via email, memo communication and appears on our website.
5. As part of the Company Integrated Management system reviews we confirm regular monitoring of our practices in respect to this statement and policy.

The statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company Statement in respect of slavery and human trafficking.

The contents of this policy and all revisions which may be made will be brought to the notice of all employees.

This policy will form part of the Integrated Management System and be formally reviewed annually by Senior Management.

Signed.....
Kevin Hague Managing Director

Date..... 2 October 2019