

# Modern Slavery & Human Trafficking Statement

## Our Business

Aarsleff is the UK trading name of Aarsleff Ground Engineering Ltd, a subsidiary of Per Aarsleff A/S, one of Denmark's leading civil engineering contractors. Since entering the UK market in 1991, the company has grown rapidly to become one of the country's leading Driven Piling and Ground Engineering contractors.

Aarsleff Ground Engineering Ltd including wholly owned subsidiary Centrum Pile and Cannon Piling Ltd (hereafter called the Company) 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. The Company adopts a zero tolerance to corruption, bribery and this policy is endorsed by the Board. We fully support the Government's objectives to eradicate modern slavery, child labour and human trafficking.

## Structure of our supply chain

The Company procurement activity generally takes place all year round across the United Kingdom and our contractors and suppliers are generally based in the UK and Europe.

Our supply chain consists of vendors of various construction, manufacturing and office related products and services and professional consultants associated with deliver of our Geotechnical solutions, products and services to our UK based customers.

## Assessment of our supply chain - Due diligence processes

Aarsleff supplier approval process are assessed as to whether or not they have a Modern Slavery and Human Trafficking policy as a minimum.

We recognise that more detailed checks are required on high-risk sectors such as products & services from countries with low levels of regulation, where vulnerable workers might be present and where trades union do not operate.

## Risk Assessment & Management

Within the company we believe we do not have a direct problem with modern slavery and human trafficking due to our core values of 'Life and Health, 'Trust' and 'Responsibility' and our # Step Into The Blue Culture (#SITB).

The Company categorises our supply chain partners and plan to further assess our supply chain during 2023 in order to identify potential risks of modern slavery and human trafficking.

We will then address any risks identified.

## Measuring Effectiveness

We will measure our successes and any complaints and record where any instances of modern slavery are identified and how these were addressed.

## Our Policies

Aarsleff is committed to ensuring are policies communicated to all relevant parties and implemented effectively across our day to day working practices.

Through our policies we endeavour to ensure that there is no modern slavery and human trafficking in any part of our business or our supply chain.

Relevant policies include:

- Modern Slavery & Human Trafficking Statement
- Equality, Inclusion, Diversity policy
- Refusal to Work policy
- Whistle Blowers policy
- Sustainability policy
- CSR policy

## Goals for 2023

Throughout the year in an effort to improve how we manage modern slavery and human trafficking we plan to undertake the following activities

- Review supplier database & categorise suppliers.
- Establish records for modern slavery so we can improve and report on KPI's.
- Improve awareness of modern slavery and human trafficking by rolling out modern slavery training to all employees.
- Establish a quarterly meeting to review our strategy and progress on goals.

## Training our people

Throughout 2023 we will be rolling out modern slavery eLearning training to all our employees.

## Approval

This statement will be reviewed annually by the Board of Directors ensuring all our activities comply with the UK Modern Slavery Act 2015.

We will ensure this statement is produced following the end of our financial year Sept 2023 and displayed on our website.

We are committed to providing adequate resource, training, and financial support to ensure the aims of this statement are achieved.

Signed on behalf of the Board of Directors :

Signed:



Kevin Hague - Managing Director, Aarsleff Ground Engineering Ltd

Date: January 2023



**AARSLEFF**