



MODERN SLAVERY STATEMENT

INTRODUCTION

Modern slavery is the illegal exploitation of people for personal or commercial gain. In its wider sense it is commonly accepted to include sexual exploitation, forced or bonded labour, human trafficking, criminal exploitation, financial exploitation, domestic servitude, child slavery, anything involving offences under the Protection of Children Act 1978 or the Sexual Offences Act 2003 and forced or early marriage.

CJ Construction (Wales) Ltd (to be referred to as 'CJC') has responsibilities as an employer and also has duties to notify the Secretary of State of any suspected victims of slavery or human trafficking (as introduced by section 52 of the Modern Slavery Act 2015) and to take action and work with other responder agencies (Civil Contingencies Act 2004).

Publishing this statement on a voluntary basis demonstrates our public commitment to play our collaborative part in reducing the horrendous crimes of modern slavery and human trafficking, including through effective partnership working (prevention, identification, awareness raising, information sharing & enforcement).

This statement sets out the steps we have already taken and are planning to take to help detect modern slavery in our own services, businesses and our supply chains. It covers all direct employees, agency workers and externally contracted workers (e.g. consultants).

RELEVANT POLICIES

The following policies and procedures are considered to be key in meeting the requirements of the Modern Slavery Act to help CJC ensure that it is taking reasonable action to address the risk of this crime occurring in the locality.

- Employee's code of conduct

The employee code of conduct makes clear to employees the actions and behaviours expected of them when representing the company. We try to maintain the highest standards of employee conduct and ethical behaviour and alleged breaches are investigated by line managers

- Recruitment

CJC's recruitment processes are transparent and reviewed regularly. This includes robust procedures in place for the vetting of new employees and ensures they are able to confirm their identities and qualifications, and they are paid directly into an appropriate, personal bank account.

- Other policies include, equal opportunities, race relations, training and mental health.



MODERN SLAVERY STATEMENT

As part of CJC's training policy, there is introductory training on modern slavery and exploitation that includes exercises and highlights the potential risk of modern slavery and signs that officers should look out for.

Our due diligence processes for slavery and human trafficking:

- Whistleblowing

CJC promotes a freedom of speech culture. This encourages all its employees and others the company deal with who have serious concerns about any aspect of the companies work to come forward and voice their concerns, and lays out a process for doing so, which complies with the Public Interest Disclosure Act 1998 so that if necessary employees may make disclosures, without fear of reprisal or victimisation.

- Safeguarding

CJC takes very seriously its responsibilities to safeguard the welfare of children and vulnerable adults and protect them from harm and develops, implements and monitors its policies and procedures accordingly.

- Complaints

CJC operates a complaints procedure to deal with complaints about its services, and this can be used to report community concerns such issues which might reveal slavery or trafficking and which merit investigation or reporting.

- Sub-contractors and those who provide services on our behalf

CJC's standard appointment contract terms and conditions include an appropriate clause placing obligations on sub-contractors to comply with the Modern Slavery Act 2015. Where there is a risk assessment for the potential for modern slavery to occur, contract managers will seek reassurance that the supplier has policies, procedures and training in place to detect and deter such abuse. Training is in place to help officers understand the risk of modern slavery and what actions they should take, including undertaking surprise audits of a supplier's place of work.

CJ CONSTRUCTION (WALES) LTD

MODERN SLAVERY STATEMENT



APPROVAL

The Management Team will revise and review this policy regularly.

Review date: (not later than) 12/11/26.

Signed *A Holland* Alex Holland / Director

Date 12/11/25