

Modern Slavery Statement

1. Policy Statement

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty for personal or commercial gain.

Denyson Construction Ltd has a zero-tolerance approach to modern slavery. We are committed to acting ethically, responsibly, and with integrity in all our business dealings and relationships, and to implementing effective systems and controls to ensure that modern slavery does not take place within our business or supply chains.

1.2 We are committed to ensuring transparency in our business and in our approach to tackling modern slavery, in line with our obligations under the Modern Slavery Act 2015. We expect the same high standards from all contractors, suppliers, and business partners. As part of our procurement and contracting processes, we prohibit the use of forced, compulsory, or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We also expect our suppliers to apply the same standards throughout their own supply chains.

1.3 This policy applies to all persons working for or on behalf of Denyson Construction Ltd in any capacity, including employees, directors, officers, agency workers, subcontractors, labour-only operatives, consultants, suppliers, and other third-party representatives.

1.4 This policy does not form part of any employee's contract of employment and may be amended at any time.

2. Responsibility for this Policy

2.1 The Director of Denyson Construction Ltd has overall responsibility for ensuring this policy complies with legal and ethical obligations and that effective systems are in place to prevent modern slavery.

2.2 Management is responsible for implementing this policy, monitoring its effectiveness, responding to any concerns raised, and reviewing internal controls and procedures to ensure they effectively address the risks of modern slavery.

2.3 Supervisors and managers are responsible for ensuring that workers under their control understand and comply with this policy and receive appropriate guidance where necessary.

2.4 Employees and workers are encouraged to provide feedback on this policy and suggest improvements. Any comments or concerns should be raised with management.

3. Compliance with the Policy

3.1 All individuals working for or on behalf of Denyson Construction Ltd must read, understand, and comply with this policy.

3.2 The prevention, detection, and reporting of modern slavery within our business and supply chains is the responsibility of everyone working for us or under our control. Individuals must avoid any activity that may lead to, or suggest, a breach of this policy.

3.3 Any concerns or suspicions regarding modern slavery must be reported to management as soon as possible.

3.4 Workers are encouraged to raise concerns at the earliest possible stage about any issue or suspicion of modern slavery within our business or supply chains, including subcontractors and labour providers.

3.5 Where appropriate, Denyson Construction Ltd will work with suppliers and subcontractors to address any identified risks or concerns and promote fair and lawful working practices.

3.6 If there is uncertainty about whether particular working practices or conditions may constitute modern slavery, this should be discussed with management without delay.

3.7 Denyson Construction Ltd is committed to protecting individuals who raise genuine concerns in good faith. No one will suffer detrimental treatment for reporting concerns about modern slavery. Any form of retaliation, including dismissal, disciplinary action, or threats, is strictly prohibited.

4. Communication and Awareness

4.1 This policy is communicated to all employees, subcontractors, and relevant third parties. Awareness of modern slavery risks forms part of our induction and ongoing management processes.

4.2 Our commitment to preventing modern slavery is communicated to suppliers, contractors, and business partners at the outset of working relationships and reinforced where appropriate.

5. Breaches of the Policy

5.1 Any employee found to be in breach of this policy may face disciplinary action, which could include dismissal for misconduct or gross misconduct.

5.2 Denyson Construction Ltd reserves the right to terminate contracts and business relationships with individuals or organisations that breach this policy.

Statement Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Denyson Construction Ltd.

This statement has been approved by the Director of Denyson Construction Ltd.

Denis Schiopu
Director
Densyon Construction Ltd