MODERN SLAVERY STATEMENT

Introduction

This statement has been produced in accordance with the Modern Slavery Act 2015 and sets out the actions that Chiel Construction Limited has taken to manage potential modern slavery risks related to its business activities and supply chains. This statement relates to actions and activities during the financial year ending January 2027.

Chiel Construction Limited is committed to preventing modern slavery and labour exploitation in its business activities and its supply chains and detailed below are actions that have been implemented, and will continue to be, with the aim of fulfilling this commitment.

Statement of Compliance

I confirm that Chiel Construction Limited complies with the requirements of the Modern Slavery Act 2015. In summary:

- No products / materials are directly procured from high-risk countries of origin as defined by the Global Slavery Index.
- All employees have the freedom to choose to work for us. Employees are free to leave after reasonable notice is served and labour is not forced, bonded and non-voluntary prison labour isn't used.
- For all employees, including any temporary workers, we have received sight of original documents proving Right to Work in the UK e.g., passports, birth certificates, work permits, and have retained copies of these.
- Employee working hours are compliant with national laws and industry standards.
- We provide wages and benefits that at least meet relevant industry benchmarks or national legal standards.
- We provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- We under no circumstances allow any employee to abuse or intimidate any other employee or person, in any fashion, and that you have appropriate grievance, disciplinary and appeal procedures in place.

Compliance Statement signed on behalf of Chiel Construction Limited.



Martin Rush, Managing Director, January 26.

In line with the requirements of the Modern Slavery Act, this Compliance Statement remains valid until six months after the end of the next financial year, i.e., 31st July 2027.