

Modern Slavery Policy Statement

This statement outlines how we protect against slavery in our business and supply chains in line with meeting the requirements within the Modern Slavery Act 2015. We have a zero tolerance to this issue and expect our people, suppliers and sub-contractors to comply with our values.

We all have a duty to be alert to the risks in our business and wider supply chain. Staff are expected to follow the guidance outlined in the company Anti-Slavery and Human Trafficking Policy to report concerns. Managers are required to act if concerns are raised whether these are from outside or within the business.

We are a construction company based solely in the UK. Our head office is based in Swindon, with regional operations offices based in Bristol, Guildford, Oxford and Swindon. As a business we are committed to act ethically, being open and honest in our business relationships and to implement effective systems and procedures to, as far as is practicably possible, ensure that slavery and human trafficking does not take place anywhere in the business or supply chain.

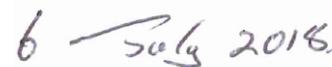
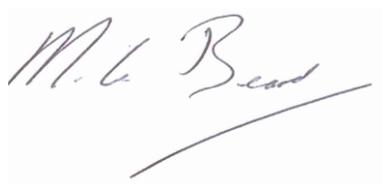
The following is in place to help identify and mitigate risk:-

- We aim to build long standing relationships with suppliers and sub-contractors, communicating our expectations very clearly.
- Systems are in place to encourage the reporting of concerns and for the protection of whistle-blowers.
- We require all our existing members of our supply chain to provide a declaration to abide by our Modern Slavery Statement and confirm compliance with the Modern Slavery Act.
- As part of the selection process, all new supply chain members will be required to confirm that they have a policy / statement setting out the steps they have taken to ensure that slavery and trafficking is not taking place within their organisation or supply chain
- Relevant staff will receive instruction on the risks of modern slavery and human trafficking in our business and supply chain, so they are aware of potential problem areas, and all Directors will be briefed on the subject.

This policy will be reviewed annually by the Directors who shall take responsibility for implementing this policy statement to ensure that our organisation and supply chains are free of slavery and human trafficking.

Signed on behalf of Beard Construction

Date



Mark Beard
Executive Chair

Review date: July 2019