

Modern Slavery Statement

Introduction:

Curo Construction Ltd is a regional building and interior fit-out contractor operating in the UK, delivering projects for a wide variety of customers in both the public and private sectors.

We recognise modern slavery is a violation of fundamental human rights and is contrary to the Modern Slavery Act 2015. We take a zero-tolerance approach to non-compliance with this statement and will not tolerate any slavery or human trafficking in any part of our business or supply chain. Every Curo Construction employee has an individual responsibility to ensure compliance with this statement, including being alert to the risk of such unlawful practices. Any concerns may be reported to the Curo Construction senior management team, who will follow the Modern Slavery Response Plan.

Curo Construction considers a breach of this statement as a serious offence. Any violation of this statement or the Act by an employee will result in disciplinary action, up to and including dismissal in appropriate circumstances. In addition, Curo Construction will notify the relevant authorities of an individual or a supplier's contravention of the Act.

This Policy applies to all Curo Construction's officers, directors, and employees, whether permanent or temporary. It also applies to Curo Construction's supply chain, which must ensure that both its business and that of its supply chain worldwide comply with this statement.

Our Policies:

We have several policies which are designed to manage the risks relating to modern slavery and human trafficking including our Whistleblowing Policy, Modern Slavery Remediation Policy and Sustainability Policy. These policies confirm our approach to managing the risk of modern slavery. Our Whistleblowing Policy provides a mechanism for reporting breaches of these policies.

Our Supply Chain:

A significant amount of our business is conducted through our supply chain, which includes consultants, subcontractors, labour agencies and product and material suppliers. The highly tiered, fragmented, and complex nature of our supply-chain means modern slavery instances could occur.

Assessing and Managing the risk of Modern Slavery:

- Suppliers must comply and act in accordance with this statement. The Strategic and Preferred supplier base must be accredited to an Constructionline third party scheme. Modern slavery compliance is covered in this. All other Suppliers must have submitted a Pre-qualification document, which also covers the Act.
- All recruitment is carried out in a fair and transparent manner and will comply with relevant legislation and standards. We undertake checks on new joiners to ensure that they are eligible to work in the UK.
- The requirements and expectations made of the supply chain in relation to the Act are clearly communicated and included within contractual terms.

- Curo Construction will take a partnership approach with regards to working with its suppliers to combat the threat of modern slavery and human trafficking across its sectors and all the industries in which it operates.
- Curo Construction trains all staff to understand the risks and issues surrounding modern slavery and human trafficking, how to identify it, appropriate measures to prevent it and actions to take if an incident occurs.
- Raising awareness of modern slavery to supply chain through our inductions, toolbox talks and campaigns.
- Provide supply chain partners information on right to work in the UK.
- Promoting the use of apps for reporting modern slavery incidents and knowing your workers rights within the UK.

Next Steps:

- Exploring opportunities to work with charities with a view to providing support to modern slavery survivors.
- Incorporating modern slavery into company SHE inspections.
- Completing company modern slavery audits, producing an action plan as required.
- Developing KPIs to assess the effectiveness of our management of the modern slavery and include in yearly sustainability management review.

This Policy will be reviewed annually to ensure that it reflects current legislation and regulations.

For and on behalf of Curo Construction.



Steve Conlin, Director

Date of last review: 23.09.23