

TOP-MOD-POL-000

August 2021

MODERN SLAVERY AND HUMAN TRAFFICKING

POLICY STATEMENT

The term Modern Slavery covers slavery, servitude, forced or compulsory labour and human trafficking. These are unacceptable offences that should not prevail in our modern working lives.

The Thompsons of Prudhoe Group of Companies (“the Group”) fully endorses the proactive approach taken in the UK through the introduction of the Act to encourage organisations to take action to conduct their business in an ethical manner that protects not only its own workers from the abuses of modern slavery but also those within their supply chains.

It supports the principles and aims of the Modern Slavery Act (“the Act”) and, accordingly, has produced this Statement of its position with respect to the prevention of Modern Slavery within its operations.

Thompson Group Structure and Business

The Group provides the following services:

- demolition,
- haulage,
- bulk earthworks,
- asbestos removal,
- site preparation,
- inert waste management facilities,
- aggregate production and supply (primary, secondary and recycled),
- agricultural lime production, supply and spreading, and
- provision of ready-mixed concrete.

These services are provided through three separate legal entities:

- Thompsons of Prudhoe Ltd,
- W & M Thompson (Quarries) Ltd and

The Group employs over 280 employees across the North of England, generating annual external turnover in excess of £40m and manages its business to maintain those levels which the Board deems to be sustainable in order to maintain profitability and deliver quality services in a safe, environmentally friendly manner in full compliance with legislation and good business practices.

As a Group, we are very self-sufficient, employing all our staff directly under a written contract of employment, guaranteeing minimum number of hours and paying rates at or above the National Living Wage levels. We check that all our new employees are entitled to work in the UK and that they are who they say they are.

Our products are manufactured within our own quarries – providing a fully traceable audit to prove they were produced in the UK, from fully-permitted sites and produced by our own employees. Therefore, as a Group, our own products and services are not in themselves at risk of being affected by poor standards of labour or environmental provenance, either from within the UK or overseas.



Supply Chains

Our supply chains are primarily related to the procurement of support services and materials to allow the delivery and execution of our specialist technical services. We expect our suppliers to adhere to our standard procurement terms which ensure that our supply chains commit to complying with the Act. We engage with our suppliers to collaboratively ensure compliance, and this continues to be an intrinsic part of our business practice. This does present the highest risk to our business, however we have assessed the risks across the business and are satisfied that appropriate control measures and mitigations are in place to ensure compliance, such as the implementation and governance of the Sub-Contractor and Supplier QHSE Approval Questionnaire.

Group Policies

The Thompsons Group has a range of Policy Statements which set out the values and principles that the Group itself, its employees and suppliers alike are expected to uphold.

This is complemented by a robust compliance organisational structure reflected in our Integrated Management System, which is externally audited and certified to ISO9001, ISO14001, ISO50001 and ISO45001 Standards.

Our recruitment practices already ensure, through comprehensive identity checks, that individuals are free to work in the UK. All workers benefit from working conditions and terms and conditions of employment that meet or exceed all applicable UK, EU and other legislation on areas including working hours, holiday, pay and equality. All offers of work made by the Group companies are accepted on an entirely voluntary basis.

Supplier Compliance

It is the Group's practice to review and update existing vendor questionnaires, which includes making amendments, as appropriate, in relation to the Modern Slavery Act 2015.

Employee Awareness

The Group's Senior Management has been briefed on the legislation and the Group's obligations and measures. The existence of the Modern Slavery Act 2015, of individual and collective responsibilities is covered within a specific Toolbox Talk that is given to all employees over the course of each year.

Further Information

For advice, guidance and background information on Modern Slavery, Human Trafficking and Other Unethical Practices we would refer any reader to the information provided for free by the Supply Chain Sustainability School on their website: www.supplychainschool.co.uk/modern-slavery

This Policy Statement shall be reviewed annually and following any significant change or development in the Group's business operations.

Signed: *H. Hillary* Date: 12/08/2021

Helen M Hillary

Group Company Director

Thompsons of Prudhoe Group

