

Modern Slavery Policy

Modern slavery is the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, and abuse of vulnerability, deception or other means for the purpose of exploitation.

Champion Groundworks Ltd are committed to ensuring that employees and subcontractors that we engage with are not subjected to any behaviour or treatment that may amount to modern slavery, human trafficking, forced labour, and or similar human rights abuses.

As a company we all have a responsibility to be alert to the risks, however small, in our business and in the wider sector and supply chain. Employees, at all levels, are expected to report any concerns and the senior management team is expected to act upon them.

Champion Groundworks Ltd are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships.

We will endeavour to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risk Champion Groundworks Ltd will;

- Communicate our Modern Slavery Policy externally and internally
- Work with suppliers (nationally and internationally) that have suitable anti-slavery and human trafficking policies and processes in place.
- Work with local suppliers wherever possible and make clear our business expectations
- Have a system in place whereby employees and subcontractors are able to report any concerns in a confidential manner

Champion Groundworks Ltd expect each company within our wider supply chain to, at least, adopt 'one-up' due diligence checks on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

Champion Groundworks Ltd are committed to ensuring that modern slavery does not occur within our supply chain, and as such provide relevant training to our senior management team so that they are equipped to identify possible breaches of this policy and take the necessary mitigating action.

Champion Groundworks Ltd use the following key performance indicators (KPI's) to ensure that slavery and/or human trafficking is not taking place in any part of our business or supply chain:

- Monitoring the use of labour
- Conducting proof of eligibility checks on all new starters to the business
- Communicating with our direct supply chain and understanding their compliance with this policy and our own expectations

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

Fred Champion
Managing Director