

ANTI SLAVERY POLICY

GDG_003_v7



GILPIN
DEMOLITION GROUP

AUTHORISED BY MR Sam Gilpin – Managing Director

Version	Revised By	Job Title	Reason for Change	Date
001	Paul Nicholls	Commercial Director	First Version	28/10/2016
002	Georgina Gilpin	Finance Director	Template Change	20/06/2018
003	Duncan Rudall	H&S Director	Management update and review	12/06/2019
004	Andrew Beech	Compliance Officer	Definition of Group amendment and review	26/06/2020
005	Andrew Beech	Compliance Manager	Policy Reviewed	28/06/2021
006	Andrew Beech	Compliance Manager	Policy Reviewed	27/06/2022
007	Jon Walker	SHE Manager	Management Change	22/06/2023

Definition of Gilpin Demolition Group Ltd

- *Sam Gilpin Demolition Ltd*
- *Gilpin Environmental Ltd*
- *Gilpin Scrap Metals Ltd*

Gilpin Demolition Group Ltd has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

Company Structure

Gilpin Demolition Group Ltd has a number of subsidiary companies (see footnote).

As such, Gilpin Demolition Group Ltd has an extensive supply chain and we procure goods and services in excess of £10 million per year. We work with a wide range of different suppliers, subcontractors and partners each of which will have their own subcontractors, affiliates and associate entities.

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Due Diligence Processes

We have:

- Made our staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking;
- Told staff what to do if they suspect a case of slavery or human trafficking;
- Contacted suppliers and partners in potentially higher risk categories to check what assurance arrangements they have in place;
- Commenced a revision of our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation; and
- Reviewed our Whistleblowing Policy.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Slavery and Human Trafficking Statement for the financial year ending 31/05/2022.

Sam Gilpin
Managing Director
Gilpin Demolition Group