



# SHC MODERN SLAVERY STATEMENT

## INTRODUCTION FROM STEVE HOSKIN

Slavery and human trafficking remains a hidden blight on our global society. 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 concerns and management are expected to act upon them.

## OUR BUSINESS

Steve Hoskin Construction Ltd (SHCL) provides general ground work services, including road construction, sewers and drainage, sub-structure block and brickwork, tarmac surfacing, in-situ concrete construction, block paving, attenuation tank construction, block and beam flooring, earth works and associated ground work activities.

## OUR SUPPLY CHAIN

Our supply chain includes the sourcing of raw materials and products for the ground work aspect of house building.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk –

- We limit the geographical scope of our operations to ensure optimum supervision of these areas.
- Where possible we build long standing relationships with our clients and local suppliers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence 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.

## SUPPLIER ADHERENCE TO OUR VALUES

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

## TRAINING

All Directors, Contract Managers and Supervisors of SHCL have been briefed on the subject.

## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems; and
- Maintain communication and personal contact with the next link in the supply chain through the SHC Buyer.

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 current financial year.

Signed

Neil Hoskin  
Managing Director

Date: 07 Nov 25  
Review Date: 07 Nov 26