



Houlihan & Co. (Excavations) Limited

MODERN SLAVERY STATEMENT

ABOUT THIS STATEMENT

This statement is published under section 54(1) of the Modern Slavery Act 2015 by Houlihan & Co. (Excavations). The statement sets out the steps taken to prevent modern slavery and human trafficking in Houlihan & Co. (Excavations) operations and supply chains.

The information included in this statement refers to the financial year ending August 2023.

ORGANISATION STRUCTURE

Houlihan & Co. is a construction and civil engineering company, carrying out specialised groundworks and reinforced concrete frames, mainly for residential house developers. We act as Contractors and Principal Contractors. With fluctuating demand for labour and specialist skills, our workforce includes small contractors and individuals working for us, for a short period. We only operate in the UK.

SUPPLY CHAIN

Our supply chain consists of suppliers of raw materials, plant rental companies, and subcontractors who may provide such as labour, plant, and materials. Our workforce is made of labour engaged directly or via agencies or subcontractors. We also work with suppliers for accountants, consultants, and other professional services.

ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISKS, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESS

To ensure that no slavery or human trafficking is taking place within our Supply chains, Houlihan & Co (Excavations) will continue to apply the process that:

- Ensure that all employees have the correct Right to Work documents and are paid well above the minimum wage.
- Ensure working conditions are safe and that working hours are not excessive.
- Share knowledge and improve understanding amongst the workforce to ensure that staff are aware of what modern slavery might look like and the mechanism for reporting it.
- Include pre-contract checks with all new suppliers and subcontractors to ensure compliance with this policy.

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- Use our Suppliers/Subcontractors Pre-Qualification Questionnaire to establish compliance in human resourcing.
- Use our Procurement Team to strengthen supplier engagement and maintain effective links with them, to ensure compliance with the UK Modern Slavery Act 2015 and any relevant Industry and International Standards.
- Encourage the reporting of concerns and the protection of whistle blowers.

TRAINING

We provide training for HR and H&S staff, responsible for overseeing our induction program, to remain vigilant for fraudulent right to work documentation, as this can be an indication of modern slavery.

All new staff are trained in our Policy and processes as part of their induction. Updates to policy and training are issued to all staff as they occur.

All procurement personnel have been trained to understand their obligation in relation to the risks of modern slavery in our supply chain and business.

All Houlihan & Co (Excavations), Directors and Contract Managers have been briefed on the subject.

Signed:

Richard Knight,
Managing Director

Dated: 12.08.2023

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