**INTRODUCTION FROM THE BOARD**

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibly to be alert to the risks, however small, in our business and in the wider supply chain.

Staff is expected to report concerns and management are expected to act upon them.

**ORGANISATION’S STRUCTURE**

We are a Civil Engineering contractor; with an annual turnover in excess of £36m.

The company has its head office in the UK and all solely operates within the UK.

**OUR SUPPLY CHAINS**

Our supply chains include the sourcing of materials principally related to the civil engineering & construction industry; as specified by engineers/architect drawings.

**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 run our business with skilled manager’s to ensure optimum control of the work & environment from our head-office to site operations & suppliers.
* Where possible we build long standing relationships with local suppliers and clients and make clear our expectations of business behaviour;
* We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

**SUPPLIER ADHERENCE TO OUR VALUES**

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

The board of Directors are responsible for compliance in their respective departments and for their supplier relationships.

**TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

**OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

Houlihan & Co carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Houlihan & Co has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Houlihan & co has taken the following steps to ensure that modern slavery is not taking place:

* Use of labour monitoring and payroll systems; and
* Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

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