

## Modern Slavery Statement 2019/20

This statement has been published in accordance with section 54 UK Modern Slavery Act (2015). It sets out the steps taken by the Carey Group Ltd during the financial year ending 30 September 2020 to prevent modern slavery in our business operations and supply chains.

Our financial reporting period has changed and as such this statement covers an 18-month timeframe from April 2019 to September 2020. In addition, we have utilised the permitted extension in publishing this Modern Slavery Statement due to the impact of the COVID-19 pandemic on our operations and associated resources.

### Introduction

The Carey Group Ltd (which includes Carey Group Ltd and its direct subsidiaries, referred to in this Statement as "Carey Group Ltd"), wherever it operates, is committed to conducting business with honesty and integrity; in treating all people with dignity and respect and in complying with applicable laws, regulations and treaties. The Carey Group Ltd is committed to protecting and promoting human rights throughout the UK and Ireland. The Carey Group Ltd does not tolerate child labour, forced labour (including prison labour), or any use of force or other forms of coercion, fraud, deception, abuse of power or other means to achieve control over another person for exploitation.

We are committed to improving our practices to combat modern slavery and human trafficking.

### Business Structure

Carey Group Ltd provide specialist construction services, including civil engineering, demolition, asbestos removal, dry lining and house building together with resource recovery services for multiple sectors. We have over 1000 employees and operate throughout the United Kingdom and Ireland, with a joint annual turnover in excess of £300million. Our Head Office is located in Wembley, North West London, and we have regional offices in Milton Keynes, Glasgow and Dublin.

The organisation comprised of 8 business units during the reporting period:

**P.J. Carey (Contractors) Ltd** – working as both a subcontractor and on Design & Build contracts undertaking the construction of basements, substructures and superstructures, carrying out enabling and infrastructure works and hard and soft landscaping.

**P.J. Carey (Contractors) Ltd Ireland** - specialise in the delivery of civil engineering contracts throughout a range of sectors; Infrastructure and Renewable Energy, Residential (both Private and Public sector), Commercial, Retail and Industrial.

**ION Environmental Solutions Ltd** - a full-service, licensed asbestos removal contractor providing small and rapid response works for residential and commercial developments. Note: ION Environmental Solutions Ltd ceased trading in April 2020.

**T.E Scudder Ltd** – a specialist contractor delivering complex demolition, deconstruction and civils enabling works across a range of sectors.

**BDL Group Ltd** – specialising in commercial and residential dry wall systems, plastering, facades and rendering, and restroom fit out.

**Carey New Homes Ltd** - building quality, affordable homes across the South of England.

**Seneca Environmental Solutions Ltd** - a leading UK Refuse Derived Fuel manufacturer and exporter, providing a complete range of waste brokerage services to the Carey Group and local market.

**P.J. Carey Plant Hire (Oval) Ltd** – provides plant & vehicle hire to the Carey Group, supply chain plant hire, servicing, site repairs, formwork supply and HGV deliveries.

To find out more about the nature of our business, please visit our website at [www.careys.co](http://www.careys.co)

### Our Supply Chains

Our supply chains include the following:

- Subcontractors;
- Recruitment/labour agencies;
- Suppliers of goods, services and materials

## Related Policies

We have in place several policies which contribute to our aim of combatting modern slavery and human trafficking, all of which are available to employees via our Company Intranet:

- Whistleblowing; encourages reporting of any concerns relating to our direct activities or supply chains and ensures ease of making disclosures without fear of retaliation.
- Ethical Code of Conduct; sets out the standard of ethics that our suppliers are required to meet, including safe working conditions and treating workers with dignity and respect.
- Anti-Bribery & Corruption; demonstrates our commitment to preventing and prohibiting bribery and corruption in all areas of the organisation, including our supply chain.
- Corporate Social Responsibility; reiterates our ethical code of conduct in relation to suppliers and outlines our commitment to operating in a socially and environmentally responsible way.
- Equal Opportunities; sets out our approach to equal opportunities and the avoidance of discrimination in all our working practices.
- Working Time Guidelines; ensures our workers are not subjected to excessive working hours, overtime/night shift working is optional and encourages work/life balance

## Due Diligence Processes

We have in place systems to:

- Mitigate the risk of slavery and human trafficking occurring in our supply chains:
- We are an active member of Constructionline and only utilise suppliers of services who are members. This ensures we are using verified suppliers who meet recognised standards.
- All suppliers must have appropriate policies and standards in place before we engage with them.
- Where materials are sourced from high risk countries, our supply chain is intentionally limited to suppliers well known to the organisation, who have demonstrated they meet our standards.
- Protect whistle-blowers – our Whistleblowing Policy provides a mechanism for both those who work in and with the organisation to raise concerns.
- Share knowledge and improve understanding amongst our workforce. Through upskilling workshops and internal communications, we share signs to look out for and the mechanism for reporting suspected instances of modern slavery.

## Supplier Adherence to our Values and Ethics

To ensure all those in our supply chain and contractors comply with our values, we expect our suppliers to have a natural respect for our ethical standards in the context of their own culture. We specifically expect our suppliers to extend the same principle of fair and honest dealings to all others with whom they do business, including employees, sub-contractors and other third parties as set out in our Ethical Code of Conduct and Anti-Bribery & Corruption Policies.

All of our suppliers of goods, services and materials must sign up to our Terms & Conditions of Order before we engage with them, which includes their agreement to the above statement.

We are a member of SEDEX, the Supplier Ethical Data Exchange, to ensure our products and materials are produced in conditions which are legal, safe, and without impact to the environment. SEDEX are dedicated to driving improvements in responsible business practices and transparency in supply chains.

We have several departments who work together to promote consistency in our approach; Human Resources, Procurement, HSSQ and Learning & Development.

## Our Effectiveness

We use the following KPIs to measure how effective we have been at ensuring slavery and human trafficking is not taking place in any part of our business or supply chains:

- Ensuring all employees involved directly with supply chains receive training on modern slavery awareness
- Undertaking a review of our Whistleblowing policy to include specific support and guidance relating to modern slavery and human trafficking
- Continuing to rigorously check right to work documentation. Fraudulent documents can be an indication of modern slavery, we provide upskilling workshops for our site teams and labour providers to ensure the risk of modern slavery is reduced.
- Developing new systems to verify suppliers of materials, in collaboration with prequalification and accreditation services such as Constructionline.

