

## Modern Slavery Act Statement

Tithegrove Limited recognises that all businesses have an obligation to prevent slavery and human trafficking, and is committed to preventing slavery and human trafficking within its business and within the supply chains through which it operates.

### Structure and Business

Tithegrove Limited is a privately owned civil engineering and groundworks company with offices in Swindon, Yeovil and Winchester. Operating on building sites throughout the South West of England and the Home Counties, our primary business involves teams of site staff working as the main sub-contractor on client sites, supported by office based staff. Our largest market is house building.

### Our Supply Chains

The vast majority of our workforce is directly employed and we do not operate outside the UK. Our supply chains fall into 2 main categories 1) Plant 2) Materials that are supplied by a combination of large national companies and smaller independents.

### Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Tithegrove Limited operates to ensure fairness in the recruitment, retention and development of all employees. It seeks to comply with all applicable employment legislation, and provide a work environment where employees are treated with respect, dignity and consideration.

Tithegrove Limited monitors its supply chains and its suppliers to ensure, so far as is possible and practicable, that slavery and human trafficking is not taking place within them.

### Due Diligence Process for Slavery and Human Trafficking

As part of our commitment to identify and eradicate slavery and human trafficking from within our business and supply chains, we work closely with our suppliers to ensure compliance with legislative obligations. We expect those organisations to have suitable anti-slavery and human trafficking policies and processes.

We seek to build long standing relationships with suppliers and make our expectations of ethical business behaviour clear to them. Systems are in place to encourage the reporting of concerns.

### **Supplier Adherence to our Values**

Tithegrove Limited has a zero tolerance view to slavery and human trafficking and we expect that view to prevail in our supply chain and contractors. Senior Managers within Tithegrove Limited are responsible for compliance in their respective departments, insofar as there is perceived to be a risk of encouraging, engaging or sustaining slavery and human trafficking.

### **Training**

To ensure appropriate levels of risk awareness in respect of modern slavery and human trafficking, we provide training to key staff, in particular to Managers in our Buying, People and Production Departments. All Directors in the business have been briefed on the subject.

### **Our Effectiveness in Combating Slavery and Human Trafficking**

The vast majority of our staff are employed directly, and therefore via a direct recruitment processes, with subsequent monitoring of performance and the attainment of regulatory standards.

As a result, our exposure within our human resources to human trafficking and slavery is low.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Tithegrove Limited's slavery and human trafficking statement for the current financial year.

