

Modern Slavery Statement



Introduction: We do not tolerate modern slavery or human trafficking in our organisation or in our supply chain. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps the Company has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Our Business: T&B (Contractors) Limited is a privately owned company, completing traditional and refurbishment projects within London and the South East of England. We operate across within the following sectors of the construction industry; schools / academies, healthcare, higher education and retail / commercial and with 105 staff we have the following operating divisions:

- **General Contracting:** delivering projects typically from £500k to £10m in value
- **Interiors:** delivering commercial (CAT A & CAT B), shell & core and retail fit-outs from £500k to £8m

Our Supply Chain: We have extensive experience of working in both the public and private sectors and are committed to developing long term relationships with our supply chain partners. We pride ourselves with our 'Pay on Time' policy, one of the cornerstones of our success in building those long-lasting and trusting relationships.

Our Policies on Modern Slavery and Human Trafficking: Our opposition to modern slavery and human trafficking reflects our commitment to acting ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place anywhere in our business or supply chain.

Due Diligence Processes for Modern Slavery and Human Trafficking: Our initiatives to identify and mitigate the risk of human slavery and human trafficking in our business include:

- Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account.
- T&B require that our supply chain members complete a robust pre-qualification questionnaire approval process which includes our anti-slavery and human trafficking commitment.
- We have provided modern slavery training for our staff and labour supply agencies
- Sites now display multi-lingual posters that again highlight the issues around modern slavery, giving routes to confidentially report potential or suspected cases.
- We encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith (confidentially if they wish) any issues or concerns about potential ethics, human rights, legal or regulatory violations, including improper or unethical business practices such as fraud or bribery.

Effectiveness of our Due Diligence Processes: Our audit and business operations teams are involved in ensuring these processes work effectively and will monitor it regularly, adapting as necessary to the changing needs of our business.

There have been no reported cases of modern slavery with the business or our supply chain.

A handwritten signature in blue ink, appearing to read 'MAA', followed by a period.

Mark Hickson
Managing Director
January 2023