



Policy: Modern Slavery & Human Rights

Modern slavery is a crime and a serious violation of fundamental human rights. It takes various forms, including slavery, servitude, forced or compulsory labour, human trafficking, and child labour.

Central Demolition Limited is fully committed to preventing, identifying, and eliminating all forms of modern slavery and child labour within our business operations and throughout our supply chains. We operate a **zero-tolerance approach** to modern slavery and are committed to acting ethically, responsibly, and with integrity in all our business dealings and relationships.

Legal and Regulatory Framework

This policy is informed by and supports compliance with the following UK legislation and guidance, as amended or updated from time to time:

- **Modern Slavery Act 2015**
- **Modern Slavery Act 2015 – Statutory Guidance** (latest edition)
- **Procurement Act 2023**, including exclusion and debarment provisions relating to labour exploitation
- Relevant UK employment, health and safety, and human rights legislation

Central Demolition Limited is committed to meeting both the **letter and the spirit** of these legal obligations.

Our Commitment

We are committed to:

- Preventing modern slavery and child labour in our operations and supply chains
- Maintaining transparent and accountable business practices
- Implementing effective systems, controls, and due-diligence procedures to mitigate risk
- Continually reviewing and improving our approach in line with legal developments and industry best practice

Supply Chains and Business Partners

We expect the same high standards from all contractors, suppliers, consultants, and other business partners.

As part of our procurement and contracting processes, we:

- Prohibit the use of forced, compulsory, trafficked, or child labour
- Require compliance with all applicable labour and employment laws
- Reserve the right to audit, investigate, and terminate relationships where breaches are identified
- Expect suppliers to apply equivalent standards throughout their own supply chains

Failure to meet these requirements may result in contract termination and/or exclusion from future work.

Scope of the Policy

This policy applies to **all persons working for or on behalf of Central Demolition Limited**, including but not limited to:

- Employees
- Directors, officers, and managers
- Agency and temporary workers
- Sub-contractors and consultants
- Agents, suppliers, and third-party representatives
- Business partners

Roles and Responsibilities

All colleagues have a responsibility to understand, comply with, and support this policy.

In particular, colleagues must:

- Be aware of human rights, modern slavery, and child labour risks
- Remain vigilant and report concerns promptly
- Exercise increased caution when working with third parties or in higher-risk situations

Examples of higher-risk activities include, but are not limited to:

- Engaging sub-contractors to support site operations
- Contracting transport, waste, or logistical services, particularly for remote or short-notice projects
- Using recruitment or labour agencies to source workers

Reporting Concerns

Any colleague who suspects or becomes aware of actual or potential modern slavery must report their concerns immediately through appropriate management or company reporting channels. Reports will be taken seriously, investigated appropriately, and handled confidentially where possible.

Breaches of This Policy

Any colleague who breaches this policy, or who fails to report concerns of which they are aware, may be subject to disciplinary action, up to and including dismissal.

We will not tolerate retaliation against anyone who raises concerns in good faith.

Review

This policy will be reviewed regularly to ensure ongoing compliance with UK legislation, statutory guidance, and best practice.

Managing Director:



Date 12 January 2026