



Modern Slavery & Human Trafficking Statement

Introduction from the Board of directors

It continues to be a priority for F Parkinson Ltd to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we aim to undertake to combat modern slavery in our organisation and supply chain, including:

- (i) Ideas to include – Buy slave free: shop with businesses that are transparent, examine their supply chains, buys fairtrade locally sources products.
- (ii) Donate to anti slavery organisations – British Red Cross, Unseenuk.org
- (iii) Participate in Anti-slavery day: 18th October

Organisation's structure

We are an SME construction company operating across the north of England from three regional offices in Blackpool, Manchester and York. The sectors we work within include education, health, commercial, leisure, heritage and industrial. We have over 70 employees and we operate in UK - Lancashire, Yorkshire. We have a global annual turnover of £26,795,000.

Our business

We are a construction company operating throughout the North of England from our three regional offices in Blackpool, Manchester and York delivering award-winning projects in the education, health, commercial, leisure, heritage and industrial sectors.

Our supply chains

With our considerable experience we have an approved list of supply chain who achieve our high standards through a likeminded ethos and culture. These organisations provide us with specialist services and trades.



We have set out our zero-tolerance approach to Modern Slavery in the organisation and our supply chain. Steps have been taken to ensure that our supply chain are aware of this policy and the associated commitment.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our anti-Modern Slavery and Human Trafficking 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. We also have the following policies in place relevant to modern slavery, which we continuously review and update on an annual basis:

- Whistleblowing & Grievance policies
- Sustainability Policy
- Equality & Diversity Policy
- Sustainable Procurement Policy

Due diligence processes for slavery and human trafficking

The Directors of F Parkinson Ltd conduct a comprehensive review and assessment of the potential risks associated with its services, clients, supply chain and geographical locations. The outcomes of such are then transposed onto a company Risk Register which identifies any potential areas of concern. As part of this, we also identify the 'Consequence of the risk', 'the Likelihood of occurrence' and it's 'Severity' along with mitigation measures for prevention. Reviews will then take place at regular intervals to determine the trend (i.e., if the risk is decreasing, increasing or remaining constant).

The Risk Register is reviewed annually and to the extent necessary, it is revised to reflect changes in these factors as well as those in the regulatory environment.

F Parkinson Ltd's compliance procedures include mechanisms to monitor and review the operation and effectiveness of the compliance program. This is incorporated into



our internal audit which is conducted annually, as part of our ISO 9001 quality management procedures.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains throughout the life-cycle of a contract (procurement, contract drafting and contract performance).
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers via our Whistleblowing Policy.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of:

We maintain an 'Approved Contractor' database of approved specialist Tier 2 and 3 partners, including design consultants and material suppliers. To be included on the database, each supply chain partner must complete a rigorous vetting process by providing evidence-based information for us to assess their suitability and compliance. As part of this process policies, accreditations, insurances, financial information, and performance details are scrutinised by our management team.

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 regular training to our staff.

Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

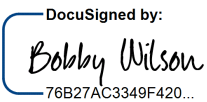


- (i) Implement the suggested changes following a review from the Home Office, specifically:-
- a. Ensuring that our latest statement includes information on policies relating to modern slavery.
 - b. Ensuring that our latest statement includes information on the parts of our business and supply chains where risks of modern slavery are highest.
 - c. Mapping our supply chain to comprehend the make-up and complexity of the same.
 - d. Ensuring that all of our policies have modern slavery considerations embedded within them and where appropriate.
 - e. Clearly communicating policies so that anti-slavery activity within the company and its supply chains becomes embedded as standard practice.
 - f. Taking appropriate steps to guard against debt bondage and the charging of recruitment fees to workers.
 - g. Ensuring policies are available and communicated to workers in our supply chain.
 - h. Ensuring that relevant staff in our organisation are trained on its modern slavery policies.
 - i. Assessing our purchasing practices and how this could potentially put pressure on our suppliers, potentially leading to modern slavery.
 - j. Considering the risk of modern slavery during each stage of our procurement process, contract formation and contract performance processes.
 - k. Considering how we investigate our suppliers' modern slavery risks and take steps to address the same.
 - l. Undertaking activity that helps workers in our supply chains have access to representation.



- m. Considering actively working with Non-Government Organisations (NGOs) and other businesses to support our efforts to prevent and mitigate modern slavery.
- n. Providing training to workers on modern slavery that follows good practice.
- o. Developing key performance indicators relating to our policies on modern slavery and how effective our steps to address it are.

This policy will be reviewed periodically and communicated to ensure it is accessible to all employees

Signed:  76B27AC3349F420...
Position: Finance Director

Date: March 2022

Review Date: March 2023