



Modern Slavery Statement

Organisation

This statement applies to F Parkinson Ltd (referred to in this statement as "the Organisation") and covers the financial year 2024/2025

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 supply chain.

We are committed to a culture of transparency, integrity and accountability, and this statement outlines the steps we take to identify, prevent and mitigate risks of modern slavery.

As part of our wider commitment, we aim to:

- Promote ethical sourcing and responsible procurement practices
- Support awareness initiatives such as Anti-Slavery Day
- Encourage engagement with organisations working to combat modern slavery (e.g. British Red Cross and Unseen UK)

Definitions

The Organisation considers modern slavery to include:

- Human trafficking
- Forced or compulsory labour
- Servitude
- Exploitation through coercion, abuse or threats
- Being treated as property or controlled by an employer
- Restrictions on freedom of movement

Commitment

The Organisation is committed to complying with the Modern Slavery Act 2015 and maintaining effective systems to prevent modern slavery.

We:

Updated version 2026



- Operate a zero-tolerance approach to modern slavery
- Do not knowingly engage with organisations involved in such practices
- Ensure all labour is freely chosen and fairly treated
- Meet and, where possible, exceed UK employment law standards

Organisational Structure

F Parkinson Ltd is a UK-based construction company operating across the North of England.

The Organisation is controlled by a Board of Directors, with operational delivery supported by management teams across its projects and offices.

Our activities include the delivery of construction, refurbishment and related services. Work is primarily undertaken within the United Kingdom and is not seasonal in nature.

Supply Chain Structure

Our supply chain includes:

- Subcontractors (Tier 2 and Tier 3)
- Material suppliers
- Design consultants and specialist service providers

We recognise that risks may arise through **multi-tier supply chains**, particularly where labour is used indirectly.

Organisational Policies

We maintain a range of policies that support our commitment to preventing modern slavery, including:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing and Grievance Policies
- Equality and Diversity Policy
- Sustainability Policy
- Sustainable Procurement Policy

These policies are reviewed regularly and embedded into our operations.



Assessing and Managing Risk

We recognise that the construction sector presents potential risks, particularly within:

- Subcontracted labour
- Agency workers
- Material supply chains

Risk is assessed through our company Risk Register, which evaluates:

- Likelihood
- Severity
- Potential impact
- Mitigation measures

This is reviewed regularly and updated as required.

Overall, we consider our exposure to modern slavery risk to be relatively limited but actively managed.

Due Diligence Processes

We undertake due diligence to ensure modern slavery does not occur in our business or supply chain. This includes:

- Maintaining an Approved Contractor database
- Conducting robust supplier vetting (policies, insurances, financials, accreditations)
- Monitoring supply chain performance
- Embedding modern slavery considerations into procurement processes

We also:

- Identify and assess risks throughout the contract lifecycle
- Monitor and review supply chain activity
- Protect whistleblowers through formal procedures

Our compliance processes are reviewed through internal audits aligned to ISO 9001 standards.

Supplier Adherence to Our Values

We operate a zero-tolerance approach and expect the same from our supply chain.

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All suppliers must:

- Demonstrate compliance with legal and ethical standards
- Undergo pre-qualification and ongoing monitoring
- Provide evidence of policies and procedures

Training

We provide training to employees to ensure awareness of:

- Modern slavery risks
- Reporting procedures
- Responsibilities under company policies

Training is delivered through induction and ongoing development.

Monitoring and Evaluation

We monitor effectiveness through:

- Internal audits
- Risk register reviews
- Supply chain assessments
- Policy reviews

We are working towards developing key performance indicators (KPIs) to further measure effectiveness.

Steps Taken

In accordance with Section 54(4) of the Modern Slavery Act 2015, we have taken steps including:

- Implementing robust supplier vetting and approval processes
- Embedding modern slavery clauses in contracts
- Assessing risk across procurement and delivery stages
- Maintaining whistleblowing protections
- Providing staff training

We have not knowingly conducted business with organisations involved in modern slavery.



Further Steps

Following a review, we will continue to strengthen our approach by:

- Enhancing supply chain mapping and transparency
- Embedding modern slavery considerations across all policies
- Increasing staff training and awareness
- Reviewing purchasing practices to reduce supply chain pressure
- Strengthening supplier risk assessments
- Developing KPIs to measure effectiveness
- Exploring collaboration with external organisations and NGOs
- Ensuring clear communication of policies across our supply chain

Modern Slavery Compliance

Responsibility for this policy sits with senior management. Concerns can be raised via the Company's Whistleblowing Policy and will be investigated appropriately.

Approval

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually.

Signed:

Steve Williamson

Position: Managing Director

Date: 1st April 2026

Review Date: 31st March 2027