

SHAYLOR GROUP Modern Slavery and Human Trafficking Statement

Introduction

Shaylor Group is a regional contractor with a national presence. The company has its head office in the Midlands and a regional office in London.

This statement sets out Shaylor Group's actions in compliance with Modern Slavery Act 2015 ("the Act") to understand the potential modern slavery risks related to its business and to put in place steps aimed at ensuring there is no slavery or human trafficking in its own business and its supply chains.

OUR POLICIES

Shaylor Group

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and pre-employment screening procedures to confirm their identities and right to work and that they are paid directly into an appropriate personal bank account. Our candidate sourcing partners are members of the Recruitment & Employment Confederation and are subject to biennial audits of their recruitment and screening processes.

Our Supply Chain

Our supply chain comprises the engagement of sub-contractor organisations to carry out works and services on our construction projects and the sourcing of materials and manufactured products. The majority of our supply chain partners are currently based in the UK.

We have implemented measures to ensure, as reasonably practicable, that our supply chain adhere to our expectations in respect of their workforce and own supply chain. We aim to build long standing relationships with our suppliers and sub-contractors and make clear to them our expectations of business behaviour.

Shaylor Group's requirements for its supply chain and their sub-contractors in relation to the Act are set out in our Short Order Appendix and Articles of Agreement. These requirements necessitate our supply chain to demonstrate steps are taken to ensure that slavery and human trafficking is not taking place in any part of their business, that they have an internal policy to ensure compliance with the Act, and that their own sub-contractors have compliant measures in place.

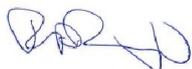
Shaylor Group's dedicated supply chain team is committed to ensuring all our supply chain partners are appropriate to work for our business. Our Chief Commercial Officer is ultimately responsible for approving the appointment of our supply chain and ensuring they meet the required standards.

Shaylor Group does from time to time conduct an audit of its supply chain to ensure compliance with the Act.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chain, we provide training to relevant members of staff. We have in place systems to encourage the reporting of concerns and in parallel to afford protection to whistle blowers, all as set out in our Whistle Blowing Policy. All Directors are briefed on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Shaylor Group's slavery and human trafficking statement for the financial year 1 September 2018 to 30 August 2019.



Stephen Shaylor
CHIEF EXECUTIVE OFFICER

Compensation for victims of modern slavery and human trafficking

Modern slavery and human trafficking involve being forced to do something you don't want to do, usually through being hurt or threatened. It can include being forced to work, get married or move into or around a country against your will.

Modern slavery and human trafficking are crimes. You can contact the police if you or someone you know is in immediate danger or a victim of human trafficking or modern slavery.

You can:

- Claim compensation for injuries
- Make a court claim
- Apply to the Criminal Injuries Compensation Authority
- Claim compensation because of unfair working conditions
- Claim compensation for being forced to work for free or for less than the National Minimum Wage.
- Claim compensation if your employer didn't give you rest breaks, made illegal deductions from your pay or discriminated against you.

You can find out how to get free help and advice by:

- Visiting the Government website
www.gov.uk/compensation-victims-modern-slavery-human-trafficking
- Contacting ACAS
www.acas.org.uk/index.aspx?articleid=4028
- Accessing Shaylor Group's Employee Assistance Programme (EAP) a confidential, free helpline: 0345 565 1851; or visit www.mybenefits.zone/shaylor