

MODERN DAY SLAVERY POLICY

Policy Statement

Cheetham Hill Construction Ltd is committed to conducting all business activities with honesty, integrity and transparency. The Company has a zero-tolerance approach to modern slavery, servitude, forced or compulsory labour, and human trafficking in any form within its business operations or supply chain.

The Company recognises its responsibilities under the Modern Slavery Act 2015 and is committed to implementing effective systems and controls to help prevent modern slavery and labour exploitation.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Cheetham Hill Construction Ltd's Modern Slavery and Human Trafficking Statement for the current financial year.

Company Structure

Cheetham Hill Construction Ltd is a privately owned civil engineering, construction and plant hire company based in Bury, Lancashire.

The Company directly employs over 100 employees and delivers a wide range of civil engineering and construction services throughout the United Kingdom.

Depending on the scope and nature of individual contracts, the Company engages subcontractors, labour providers, plant suppliers, material suppliers and specialist service providers. These organisations form part of the Company's wider supply chain.

Cheetham Hill Construction Ltd acknowledges that the construction industry can present increased risks relating to labour exploitation and therefore remains committed to maintaining responsible and ethical working practices throughout its operations.

The Company is also a member of The Construction Protocol, a joint initiative within the UK construction industry aimed at helping eradicate modern slavery and labour exploitation.

Supply Chain Management and Due Diligence

Cheetham Hill Construction Ltd operates procedures for the assessment and approval of suppliers, subcontractors and labour providers before they are added to the Company's Approved Supplier List.

As part of this process, the Company reviews relevant information relating to:

- legal compliance,
- employment practices,
- competency,
- insurance,
- health and safety, and adherence to Company policies and standards.

The Company's terms and conditions of business include requirements relating to compliance with the Modern Slavery Act 2015 and ethical employment practices. Acceptance of Company orders or contracts confirms agreement with these requirements.

Supply chain members are subject to ongoing monitoring and review. The Company will not knowingly support or conduct business with any organisation involved in slavery, servitude, forced labour or human trafficking.

Where concerns are identified, appropriate investigations will be undertaken and corrective action implemented, including removal from the Approved Supplier List where necessary.

Recruitment and Employment Practices

Cheetham Hill Construction Ltd is committed to fair and lawful recruitment and employment practices.

The Company operates recruitment procedures designed to:

- verify the identity of employees,
- confirm eligibility to work in the United Kingdom,
- ensure individuals are employed voluntarily,
- and protect workers from exploitation or coercion.

Right to Work checks are carried out in accordance with current UK Government guidance prior to employment commencing.

The Company does not retain original identity documents or require employees to lodge deposits or recruitment fees as a condition of employment.

Training and Awareness

The Company is committed to raising awareness of modern slavery risks within its workforce and supply chain.

Employees and management are encouraged to understand:

- the risks associated with modern slavery and labour exploitation,
- the indicators of potential abuse,
- and the procedures for reporting concerns.

Relevant training, inductions and communications are provided where appropriate to support awareness and compliance.

Reporting Concerns

Employees, subcontractors, suppliers and other stakeholders are encouraged to report any concerns relating to modern slavery, unethical employment practices or suspected labour exploitation.

Concerns may be raised through line management or the Company's reporting procedures. All reports will be treated seriously and investigated appropriately. Cheetham Hill Construction Ltd is committed to ensuring that no individual suffers detrimental treatment for raising genuine concerns in good faith.

Responsibilities

The Directors and Senior Management of Cheetham Hill Construction Ltd are responsible for implementing this statement and ensuring adequate resources, controls and monitoring arrangements are maintained to minimise the risk of modern slavery within the business and its supply chain.

Managers at all levels are expected to ensure compliance with this policy and promote ethical working practices throughout Company operations.

Monitoring and Review

This statement will be reviewed annually, or sooner where required due to changes in legislation, business operations or identified risks.

The Company remains committed to continually improving its procedures and controls to combat modern slavery and labour exploitation.

Signed: 

Date: 14th May 2026

Name: Mike Goodier – Managing Director

Rev 10