



Gilbert-Ash

MODERN SLAVERY ACT STATEMENT

Gilbert-Ash Limited is committed to improving our practices to combat modern slavery and human trafficking in our business and supply chain. We have therefore developed controls to ensure we take appropriate action whenever any concerns are raised from either within or outside of our business.

We provide construction management services across the UK and Ireland. Our head office is in Belfast, Northern Ireland and we have over 200 employees.

Our business is organised into 4 business areas – Commercial, Procurement, Technical and Contracts.

Our supply chain provide operational works across the entire built environment arena.

Our Human Resources Department have a comprehensive and transparent recruitment process that includes stringent vetting for all candidates together with an internal audit process for approved recruitment agencies.

We have a zero tolerance to slavery and human trafficking and we expect all those within our supply chain to comply with our values. To ensure all those in our supply chain comply with our values we have in place a Supply Chain Charter.

Our Supply Chain Charter outlines our expectations with regards to compliance and all partners are signed up to the charter on approval. As part of our procedure to identify and mitigate associated risk, we aim to build strong professional relationships with our supply chain partners and we encourage full compliance with the charter.

As part of our initiative to identify and mitigate risk we carry out internal audits to.,

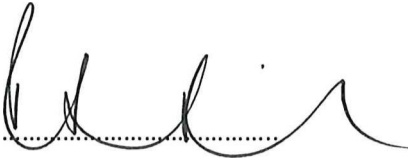
- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of slavery and human trafficking occurring in our supply chain
- Monitor the potential risk areas in our supply chain
- Protect whistle-blowers

Being aware of the risk of modern slavery in construction, often through our supply chain, we actively encourage the reporting of concerns whilst also committing to protection for all whistle blowers and those who wish to raise a grievance.

We are a registered SEDEX member and we complete 4 pillar SMETA Audits with the collaboration of one of our clients. We recognise that continual improvement on compliance / observations raised in our auditing process will be achieved through working in partnership with our supply chain.

We provide training to relevant employees, including our board of directors, to ensure a high level of understanding of the risks associated with modern slavery and human trafficking within our business and across our supply chain.

This policy statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Slavery and Human Trafficking Statement for the financial year ending 2022. It has been approved by our Managing Director and is communicated to all employees and supply chain. It has been published on our website and will be reviewed annually.

A handwritten signature in black ink, appearing to read 'RH', written over a horizontal dotted line.

Ray Hutchinson
Managing Director

Date: March 2023