

## Modern Slavery and Human Trafficking Statement

Waitings Ltd are committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and or similar human rights abuses.

We are also committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out Waitings actions to understand all potential modern slavery risks related to the business and to ensure steps are maintained to prevent both slavery and human trafficking.

### Our Business

One of the leading Civil Engineering contractors in the North of England, Waitings have been delivering complex engineering solutions UK-wide for almost 50 years, specialising in Civil Engineering, Drainage, Strategic Pipelines & Utility Infrastructure, Earthworks, Specialist Plant Hire, Renewable Energies, Marine & Flood Defence & Coastal.

Waitings are immensely proud of the team and of the unique contribution each and every one of them makes to the ongoing success of the company.

### Our Policies

Waitings Modern Slavery Policy, along with our Corporate Social Responsibility, Anti-Bribery and Whistle-blowing policies reflect our commitment to acting ethically and with integrity in all our business relationships.

### Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains
- Review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- Protect whistle blowers.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

### Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Modern Slavery Policy is included in our Employee Handbook.

### Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Waitings slavery and human trafficking statement for the financial year ending 31 September 2020. It has been approved by the Board of Directors, who will review and update it annually.



**Robert Waiting**  
**Director**

11<sup>th</sup> November 2022