

Build Bloc

Modern Slavery and Human Trafficking Statement and Policy

18th October 2024

Our Policies on Slavery and Human Trafficking

Build Bloc are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and control to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Supply Chain

Supply chain security and integrity is a crucial component of our business. Robust technical and traceability systems ensure that our products are responsibly sourced from suppliers whose values are aligned with our own.

The senior management team work closely with suppliers to build relationships, understand how their organisations operate and how they look after the welfare of their employees.

We continue to monitor, assess, and mitigate the potential risks within our business and within our supply chains and will deal with any risk areas identified in line with the Home Office guidelines.

Build Bloc suppliers are aware that as a Company we are not prepared to accept any form of exploitation.

As a Company Build Bloc ensures that we know where our goods come from and work with reputable companies that are fully accountable for their own compliance and obligations in relation to Modern Slavery.

Due diligence

As part of our initiative to identify and mitigate risk we monitor our ethical recruitment processes across the business and educate our Senior Team on our responsibilities in ensuring that there is no evidence of modern slavery or human trafficking evident or linked to our business.

We only work with reputable recruitment agencies and ensure all our recruitment practices and procedures are communicated, followed and individuals are freely allowed to work in the UK and are in possession of their own right to work documents.

We also include a discussion about recruitment and selection in our induction process with new Managers. The discussions around identifying cases of Modern Slavery and Human Trafficking include indicators of coerced working.

Risk assessment conclusions

Build Bloc recognises the importance of taking action to combat modern slavery and human trafficking. During our financial year to 30th September 2024, we assessed this risk to workers in our business and found that there was no evidence of Modern Slavery or forced work within our business.

We operate within the Aggregates Processing and Distribution sector, which is not identified as high-risk sector for modern slavery. We only work with reputable companies that are fully accountable for their own compliance and obligations in relation to Modern Slavery. We source virtually all our goods and services from the UK, a region in which modern slavery is not prevalent, however we recognise that certain goods/services and the countries from which they are sourced, may carry greater risk.

Policies

The following policies assist the organisation to assess, prevent and mitigate the risk of modern slavery existing in the organisation.

- Modern Slavery policy
- Recruitment policy
- Employee code of conduct
- Grievance and whistle-blowing policies

Training

As part of our training process, we educate our Senior Team, Managers, and all employees on the Company policy on ensuring that there is no evidence of modern slavery or human trafficking evident or linked to our business. We include information on eradicating modern slavery within our induction processes and employee handbook.

This statement is made further to comply with the transparency provision of the Modern Slavery Act 2015 (section 54(1)) and constitutes our slavery and human trafficking statement for the financial year ending 30th September 2024.

Approval

This statement has been approved by the company's Board of Directors.

Signature:  Signed by:
Name: Hapi Gill 21771A5FD3E843C...

Position: Managing Director