

Modern Slavery and Human Trafficking Policy Statement

Warden Construction Limited will comply with the laws and regulations relevant to our business, but we will also constantly seek to go beyond these standards.

Warden has a zero tolerance approach to modern slavery and human trafficking. Warden is an ethical company that strives to maintain integrity, transparency and respect throughout our business practices.

In developing our strategy and policy in relation to modern slavery and human trafficking, we take the following actions:

- Warden carry out Right to Work and Pre-Employment checks on all employees that join the company. This includes checking their personal identification documentation. Any discrepancies identified are thoroughly investigated and appropriate action is taken. We aim to encourage openness and support anyone that suspects modern slavery associated with the company or our supply chain, by confidentially speaking direct to our HR department. The Government also provide a 24-hour modern slavery helpline (0800 0121 700) and the number is available to all company employees.
- We are fully committed to working with our clients and our supply chain partners to support human rights and the welfare of their employees working on our projects. Warden will provide support and develop our supply chain to ensure that they also commit to our transparent strategy of anti-slavery through our robust supply chain management approach. We strive to take measures to prevent the occurrence of modern slavery in our company or within our supply chain by monitoring the effectiveness of these measures.

Warden will ensure that we identify modern slavery and human trafficking risk within our business and our supply chain. Warden will implement this Modern Slavery and Human Trafficking Policy by communicating it to our employees, suppliers, subcontractors and external stakeholders.

This policy will be continually monitored and reviewed to ensure its effectiveness.

Ian Williams
Managing Director



Signed 06/01/2025

Next review: January 2026