

# Modern Slavery Act Statement



This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps that Knight Harwood has taken to ensure that modern slavery and/ or human trafficking is not taking place within our business or our supply chain.

## Introduction

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. Knight Harwood has a zero tolerance approach to any form of modern slavery. We are committed to act ethically, with integrity and transparency in all our business dealings. We are committed to putting in place effective systems and controls to safeguard against any form of modern slavery within the business and our supply chain.

## Our business

Knight Harwood is a main contractor operating only in the UK. We construct new buildings, alter, refurbish and remodel existing dilapidated buildings, and fit out interior spaces. We work with the best design teams and clients using reputable supplier organisations mainly from the UK and a very small number from Europe.

## Potential high-risk areas specific to Knight Harwood

The following areas are considered to be at risk of modern slavery within Knight Harwood. We will continually review and update this list as necessary:

- The supply of materials which may be produced in jurisdiction or by organisations that are not compliant with such legislation.
- The supply of staff where the recruitment agencies' processes are not compliant with the Modern Slavery Act.
- The usage of subcontractors who may be non-compliant with Modern Slavery Act.

Knight Harwood is committed to reduce its exposure to the above potential risk areas by ensuring it employs stringent recruitment processes and robust pre-qualification and procurement processes when dealing with all suppliers and potential employees.

## Our commitment to combating modern slavery

Knight Harwood is committed to prevent modern slavery within its corporate activities. We operate a robust recruitment policy including conducting eligibility to work in the UK for all employees to safeguard against human trafficking or individuals being forced to work against their will. The Company uses specified, reputable employment agencies to source its staff. Employment agencies supplying agency staff must adhere to the Agency Workers Regulations 2010. Knight Harwood follows clear business ethics in order to enable a working environment where integrity and respect govern our internal and external working relationships. A commitment to operating and behaving ethically is demanded of every member of staff.

## Modern slavery assessment within our supply chain

Knight Harwood conducts detailed due diligence on our regular suppliers and on all new suppliers. The due diligence involves a questionnaire to our most regular suppliers to help identify any potential areas of weakness within their organisation which could be open to modern slavery abuses. New suppliers are vetted through our robust pre-qualification process, which clearly outlines the conditions for meeting our

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expectations and requirements of compliance with the Modern Slavery Act. Contracts with existing suppliers who do not meet our Modern Slavery Act policies will not be renewed and new suppliers who fall short of our requirements will not be commissioned by Knight Harwood.

## Continuing risk assessment of modern slavery

We understand that modern slavery risk is not static. We will continue to mitigate our risk to exposure to modern slavery by continuing to educate and train our staff and monitor our supply chain.

This statement was approved by the Board of Directors on 31<sup>st</sup> October 2018.

**Signature:** *JK Knight* **Date:** 31<sup>st</sup> October 2018

**Name:** John Knight **Position:** Managing Director