

Slavery and Human Trafficking Policy Statement

SF Stefan Civil Engineering And Utility Contractors Ltd is committed to negating acts of modern day slavery and human trafficking within its' business and that from within its' supply chains, including sub-contractors, and partners.

SF Stefan Civil Engineering And Utility Contractors Ltd condemns all forms of modern slavery and human trafficking.

The Company acknowledges its responsibility to the Modern Slavery Act 2015 and will ensure that there is full transparency within the Company inclusive of suppliers of goods and services that form the supply chain within SF Stefan Civil Engineering And Utility Contractors Ltd.

The Company's Directors and senior management shall take responsibility for implementing this Policy and its objectives and shall provide adequate resources to ensure that slavery and human trafficking is not taking place within the Company or within its supply chains.

This Company will not support or interact with any business that is knowingly involved in slavery or human trafficking.

The Company's supplier approval process will, as part of our due diligence process, review the controls enacted upon by the supplier in respect to slavery and human trafficking.

If and when goods used by the Company are imported from outside of the UK or EU the level of management control will be enhanced and continually monitored due to the potential higher risk level for slavery/human trafficking issues.

As the Company is ISO 9001, 14001 and OHSAS 18001 accredited the Policy and Procedure will take into account and support the policies, procedures and controls documented in our Integrated Management System.

The Company's implementation and operation of this management system, inclusive of the formal procedures concerning slavery and human trafficking that have been established including disciplinary procedures where they are breached, underlines our commitment to this policy.

Other additional procedures within this Policy & Procedure ensure that it is understood and communicated to all levels of the Company, and that it is at least reviewed once in every 12 month by the Directors to ensure its continuing suitability and relevance to SF Stefan Civil Engineering and Utility Contractors Ltd activities.

This Policy & Procedure and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically, on the Company website or via your line Manager, HSEQ Manager, Compliance Manager or HR Manager upon request.

Stefan Voloseniuc
Managing Director



Date 1st April 2020

| | | | | | | |
|--------------|--------------------|----------------|--------------------|-------------|-------------------|-------------------|
| Document No. | IMS – OMS – PS 201 | Origin Date | 1/4/2020 | Accepted By | Stefan Voloseniuc | Page 1 of 1 |
| Version No. | 1 | Next Review By | 1/4/2021 | Position | Managing Director | |
| Developed By | Glenn Cooper | Position | Compliance Manager | | | |