

## **Modern Slavery and Human Trafficking Policy Statement**

This statement is made in accordance with the requirements of Section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps Phelan Construction Limited have taken during the financial year to ensure that Modern Slavery is not taking place in the business or supply chain.

### **Business & Supply-Chain**

Phelan Construction Limited is a construction company with approximately 43 direct employees and carries out business within the UK. We utilise our extended supply chain of UK-Based subcontractors and suppliers to deliver projects across the UK.

Currently the supply chain only falls within the UK, this includes labour, materials and plant hire, suppliers, recruitment and employment agencies.

Phelan Construction Limited are committed to ensuring that there is no modern slavery in our business or our supply chains. This statement affirms our intention to act ethically in our business relationships. The Board has overall responsibility for ensuring the policy complies with our legal and ethical obligations and that all those under our control comply with it. A breach of the policy would result in disciplinary action and potentially dismissal for an employee and the likely termination of our relationship with a supplier.

All those subject to the policy are encouraged to raise concerns via our whistleblowing policy.

### **Supply-Chain**

The Company undertakes due diligence when considering taking on new suppliers; we have updated our Pre-Qualification Process to include questions around supplier's policies and procedures on Modern Slavery and Human Trafficking and included a clause within our contracts to request full compliance with the Act.

### **Employees**

We are committed to providing all employees with a salary that is above the National Minimum Wage and offer above the Statutory Leave Entitlement. All employees are paid by bank transfer; we do not allow payment to be made into a third-party bank account, minimising the risk of forced or compulsory labour. We also ensure that on joining the Company all staff have provided their National Insurance Number and complete out Right to Work checks to ensure they have their own documentation to comply.

### **Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chain the company communicates the policy to all employees.

### **On-Going Review**

We will continue to review and develop our policies each year to comply with the Act.

**For and on behalf of Phelan Construction Ltd**

***Kieran O'Phelan***

**Kieran O'Phelan**  
**Owner**