



## Modern Slavery Statement

Tower Cranes / Transport / Power Generation / Spray Painting / Shot Blasting / Fabrication / Training and Contract Lifting

Falcon Group Services Ltd  
Shipdham Airfield Industrial Estate  
Shipdham, Thetford, IP25 7SD

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Falcon Group Services Ltd.'s modern slavery and human trafficking statement for the financial year ending 2025

### 1. Organisation Structure, Business and Supply Chains

Falcon Group Services Ltd operates within the construction and support services sector. The Group delivers services across the UK and engages a broad and diverse supply chain.

Its supply chain includes suppliers of plant and equipment (including tower cranes), construction materials, consultancy services, IT hardware and software providers, and subcontractors delivering mobile plant, haulage, and power generation services.

### 2. Policies in Relation to Modern Slavery

Falcon Group Services Ltd maintains a zero-tolerance approach to modern slavery and human trafficking. The Group is committed to acting ethically and with integrity in all business relationships.

The following internal policies support this commitment:

- Modern Slavery and Ethical Trading Policy
- Whistleblowing Policy
- Code of Conduct Policy
- Supplier Policy
- Recruitment Policy

These policies are reviewed regularly to ensure they remain effective and aligned with current legislation.

### 3. Due Diligence Processes

The Group has implemented due diligence procedures to identify and mitigate the risk of modern slavery within its operations and supply chains.

#### • Employees

All employees are subject to right-to-work checks prior to employment. Terms and conditions of employment are clearly communicated, including pay, working hours, and entitlements.

#### • Subcontractors

Subcontractors are required to complete a pre-qualification and competency assessment prior to engagement. This includes confirmation of compliance with modern slavery legislation.

#### • Suppliers

Suppliers are assessed as part of the procurement process and are expected to demonstrate compliance with the Modern Slavery Act 2015. Where appropriate, suppliers are requested to provide their own modern slavery statements or equivalent policies.

Enhanced due diligence, including audits, may be conducted where goods or services are sourced from higher-risk jurisdictions.

### 4. Risk Assessment and Management

Falcon Group Services Ltd regularly assesses its exposure to modern slavery risks. The key areas identified include:

- Use of subcontracted labour
- Supply chains involving multiple tiers
- Procurement of goods or services from outside the UK

To manage these risks, the Group:

- Prioritises sourcing from UK-based suppliers where possible
- Conducts supplier assessments and verification checks
- Monitors supply chain compliance through ongoing review processes

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### 5. Effectiveness and Key Performance Indicators

The Group monitors the effectiveness of its approach through the following key performance indicators:

- Percentage of suppliers providing modern slavery policies or statements
- Completion of due diligence checks on subcontractors and suppliers
- Inclusion of modern slavery considerations within audit processes
- Number of reported concerns or incidents (none reported to date)

These indicators are reviewed periodically to ensure continued effectiveness.

### 6. Training and Awareness

Falcon Group Services Ltd provides training to employees to ensure awareness of modern slavery risks and indicators.

This includes:

- Mandatory e-learning modules
- Toolbox talks and internal communications
- Ongoing awareness campaigns via internal systems, including the Falcon App

Training ensures that employees understand how to identify and report concerns.

### 7. Whistleblowing

The Group encourages all employees, subcontractors, and third parties to report any concerns related to modern slavery. Reports can be made confidentially and without fear of retaliation.

### 8. Continuous Improvement

Falcon Group Services Ltd recognises that tackling modern slavery is an ongoing responsibility. The Group is committed to continuously improving its policies, procedures, and controls to strengthen its approach.

### 9. Approval

This statement has been approved by the Board of Directors of Falcon Group Services Limited in accordance with Section 54 of the Modern Slavery Act 2015.

*This document incorporates:*

*Falcon Tower Crane Services Limited, incorporating Falcon Power generation, Falcon Contract Lifting, Falcon Paint Shop, Falcon Fabrication, Falcon Training, Falcon Freight Limited and Robert Harwood Trading (East Anglia) Limited*



**Andrew Brown**  
**Managing Director**  
**27<sup>th</sup> April 2026**

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