

This statement is made under Section 54 of the Modern Slavery Act 2015 and sets out the steps that Falcon Group Services Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Falcon Group Services Ltd recognises its responsibility to take a robust approach to modern slavery and human trafficking prevention and is committed to conducting all its business dealings ethically, with integrity and transparency. Effective systems and controls have been put in place to prevent any form of modern slavery within the business or supply chain.

## **SUPPLY CHAIN**

The supply chain that Falcon Group Services Ltd relies on consists of a wide range of suppliers who provide products and services such as tower cranes and materials, consultancy services, IT hardware and software, and subcontractors providing mobile, Haulage and Power generation.

## **RISK ASSESSMENT AND DUE DILIGENCE**

As a business operating in the UK, Falcon Group Services Ltd has assessed the key areas of its business that could be affected by modern slavery, which include directly hired employees, labour provided by its subcontractors and the workforce of its supply chain who supply materials to its business. The group has taken steps to mitigate risks in relation to each of these areas.

### **Directly Hired Employees**

Falcon Group Services Ltd verifies that all employees have the right to work in the UK before they commence employment. The company also makes all employees aware of their working hours, working time regulations, holiday and leave entitlements, and all other entitlements via the employee handbook.

### **Subcontractors**

Before placing subcontractor orders, subcontractors are required to complete a contractor's competency questionnaire that requires their commitment to modern slavery and human trafficking.

### **Suppliers**

Falcon Group Services Ltd procures the majority of its sourced goods, services, products and materials from UK-based organisations. The company is committed to ensuring that there is no modern slavery or human trafficking in its supply chain or in any part of its business. Where possible, Falcon Group Services Ltd procures from suppliers that are required to comply with UK laws on modern slavery. The company wants all its suppliers to consider the risks of modern slavery in their supply chain. Where goods are sourced from outside the UK, an audit of the company will be undertaken. The above due diligence processes are aimed at identifying risk areas in the business and supply chain, reducing the risk of slavery from occurring, and monitoring potential risk areas in the business and supply chain.

### **Whistleblowing**

Falcon encourages those working with, or for the group, to raise any concerns or suspicions without fear of detrimental treatment.

### **Training and Awareness**

The group provides e-Learning training to all employees to equip them with a wider knowledge of modern slavery and human trafficking, enabling them to recognise potential areas of risk within the workplace. Where necessary, toolbox talks and bulletins are placed on the Falcon APP.

### **Key performance indicators to measure effectiveness of steps being taken.**

To measure the effectiveness of the measures taken, Falcon Group Services Ltd has set key performance indicators to monitor its supply chain's compliance with Anti-Slavery.

1. The group requests its suppliers to provide a copy of their modern slavery policy or other policy detailing the steps being taken to ensure that modern slavery and labour exploitation does not occur in their business.
2. Incorporate modern slavery and human trafficking into all external audits.
3. The group has no reason for concern regarding any current member of the supply chain and their compliance with the Modern Slavery Act.

### **Policies**

All relevant policies have been reviewed and updated to describe the company's approach to modern slavery.

### **ONGOING REVIEW**

Falcon Group Services Ltd recognises that compliance with the Modern Slavery Act 2015 will be an evolving process. Therefore, the contents of this statement will be reviewed and updated on an ongoing basis.

### **RESPONSIBILITY**

The board of Falcon Group Services Ltd are responsible for implementing this statement and its objectives to ensure that modern slavery and human trafficking are not taking place within the Falcon Group Ltd its subsidiary companies or its supply chain.

A handwritten signature in black ink, appearing to read 'A Brown'.

**Andrew Brown**  
**Managing Director**  
**29<sup>th</sup> April 2024**