

Modern Slavery Statement

March 2019

This statement outlines how we protect against slavery within our company and supply chain in line with meeting the requirements within the Modern Slavery Act 2015.

Ashleigh (Scotland) Limited has a zero-tolerance approach to any form of Modern Slavery. We are committed to acting ethically and with integrity and transparency in all business dealings by putting effective systems in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Ashleigh (Scotland) Ltd. is a Private Limited construction company, formed in 2001 and registered in Scotland. We have offices in Prestwick and Dumfries, and employ over 140 members of staff. We deliver projects predominantly in Central and South West Scotland, from Social and Private Housing, Healthcare, Community Buildings, Leisure Facilities, flatted Developments, Education, Commercial, Student Accommodation, Refurbishments and Extensions.

Our Policies

We operate a number of internal policies to ensure we are conducting business in an ethical and transparent manner: -

1. Recruitment Policy – we implement a robust recruitment policy which includes conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will
2. Whistleblowing Policy – We operate a whistleblowing policy so that all employees are aware that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals
3. Code of Business Conduct – this code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act
4. Construction Helpline – Our ASL support helpline is dedicated to Health, Safety and Welfare which is utilised by all on-site to raise any health and safety concerns.

Supplier Adherence and Due Diligence

Ashleigh (Scotland) Ltd operates a control of sub-contractors document and maintains an approved supply chain. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery (and on-site audits, which include a review of working conditions).

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business

2. They hold their own suppliers to account over modern slavery
3. For UK based suppliers – they pay their employees at least the national minimum wage/ national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light.

Training

Ashleigh (Scotland) Ltd operates a Training Policy and regularly conducts training for our procurement teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Signed:

Date: **25th March 2019**

A handwritten signature in black ink, appearing to read "David Smith".

David Smith
Managing Director