

M Anderson Construction Ltd

Modern Slavery Statement for the financial year ended 31 March 2025.

Introduction

This statement is made on behalf of M Anderson Construction Ltd (part of The Hard Hat Construction Group Ltd) and all the subsidiary companies within the Group pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act') and constitutes our modern slavery and human trafficking statement for the financial year ending 31 March 2025.

The Business

M Anderson Construction Ltd (including its subsidiaries, Anderson Construction Limited) referred to in this statement as "MACL" is one of the UK's leading contractors to the development industry.

M Anderson Construction Ltd and its subsidiaries are managed through its Board of Directors and is supported by a strong senior management team.

Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We regularly review and update all our policies.

Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within the business or our supply chain.

Our Modern Slavery Policy Compliance team helps to ensure that our Modern Slavery Policy is complied with, monitor risk areas and to manage concerns or breaches. We also have a clear Whistleblowing Policy and confidential reporting app which is available to all staff on our Employee Self Service if there are any genuine concerns about any wrongdoing. These can be raised in confidence and without fear of disciplinary action.

Supply Chain and Due Diligence

M Anderson Construction Ltd undertakes due diligence when taking on new suppliers and contractors and regularly reviews its existing suppliers. Our supply chain includes subcontractors, contractors, suppliers of goods and materials and employment agencies. MACL has a zero-tolerance approach to modern slavery and requires its supply chain to comply with this commitment.

M Anderson Construction Ltd undertakes due diligence on all new subcontractors, contractors and suppliers. Each are required to complete a pre-qualification questionnaire before becoming an approved contractor. Modern slavery forms part of the pre-qualification questionnaire and sub-contractors are required to confirm they conduct business within all applicable laws and regulations, including the Modern Slavery Act 2015.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff.

Further Steps

We have reviewed all our internal processes to understand what further steps can be taken to ensure that our obligations under the Act are met and that our Modern Slavery Policy is effectively implemented and complied with.

Some of the specific measures we are continuing to proceed with are;

- A robust Human Resources procedure detailing the recruitment process.
- Providing all employees access to a confidential Whistleblowing reporting app.
- Comprehensive checks for all stakeholders and suppliers regarding their modern slavery policies.
- Continual monitoring by management and employees to spot signs of modern slavery.
- Modern Slavery Awareness Training for all staff.
- A comprehensive audit regarding compliance with our policy.
- Monitoring and reviewing policies and procedures.

This Modern Slavery and Human Trafficking Statement will be reviewed annually and updated when necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement is made pursuant to section 54(1) of the Modern Slavery Act 2025 and constitutes our Modern Slavery and Human Trafficking statement for the financial year ending 31 March 2025. It was approved by the Board of Directors on 4th March 2025 and authorised by:



Steve Howe
Managing Director of M Anderson Construction Ltd.