



MODERN SLAVERY STATEMENT

This is the Modern Slavery and Human Trafficking Statement of Chantacre Ltd and its subsidiaries (R&W group) for the financial year ending April 2020.

It is published in accordance with section 54(1) of the Modern Slavery Act 2015, it outlines both the steps taken so far and the steps we will take to ensure slavery and human trafficking do not occur either within our businesses or our supply chain.

COMPANY STRUCTURE

Chantacre Ltd incorporating R&W Civil Engineering Ltd, R&W Environmental Ltd, R&W Langley Ltd, R&W Ltd and R&W Rail Ltd, also known as the R&W Group is a group of contractors that provide Civil Engineering and associated activities throughout the UK.

Whilst R&W's projects are UK based and our procurement is predominantly within the UK, we recognise that Modern Slavery is not an issue that is restricted to overseas. Modern Slavery exists in the UK and supply chains extend globally.

COMPANY POLICY

We are committed to taking appropriate and proportionate steps to ensure that no form of modern slavery is connected to our business and our supply chain and any initiatives are fully supported by the board of directors and senior management.

As part of our initiative we have in place a Modern Slavery and Sustainability Policy which reinforce our commitment to both employees and personnel within our supply chain.

Our Whistleblowing Policy also ensures that any breaches to our policies and procedures, as well as any suspected cases of modern slavery, can be reported in confidence.

We have already identified high risk areas and we actively review our supply chain and the processes they have in place to tackle these issues.

WHAT HAVE WE DONE SO FAR

In the financial year ending April 2020, we have been developing our approach and the steps taken are set out below.

- We have developed our SHEQ Tours, so members of our senior management team will be on site more, talking and engaging with the workforce including both employed and subcontracted.
- Started engaging with the Supply Chain Sustainability School and actively encouraging our senior management team to use the resources available.
- We have appointed a Supply Chain Manager to actively engage and assist our suppliers in managing the risk of Modern Slavery
- Engaged with a third party in the procurement process to audit our supply chain and confirm they have suitable processes in place to prevent modern slavery amongst their workforce. (85% completed within the year)

WHAT WE WILL DO NEXT

During the next financial year, we will continue to review the steps we have currently taken and review their effectiveness.

We also plan to carry out the following steps, set out below;

- Inclusion of our code of conduct within our revised Employee Handbook to ensure our employees have detail at hand of what is expected of them to fulfil our Modern Slavery Policy.
- Development and implementation of a 'Supply Chain Code of Conduct' to ensure our supply chain understand our policy of Modern Slavery and what we expect from them in regard to our policy.
- Increased engagement with the Supply Chain Sustainability School and using their resources to train and improve the knowledge of our employees to detect Modern Slavery.
- We aim to sign up to the People Matter Charter and use their guidance to further develop our approach.

Signed:

Mr A Theobald
Managing Director

May 2020

