

30.17 Anti-slavery and Human Trafficking Policy

1. Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. Cairn Cross Civil Engineering have a zero-tolerance approach to modern slavery, and Cairn Cross Civil Engineering are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Cairn Cross Civil Engineering are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with disclosure obligations under the Modern Slavery Act 2015. Cairn Cross Civil Engineering expect the same high standards from all our contractors, suppliers, and other business partners, and as part of our contracting processes, Cairn Cross Civil Engineering include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and Cairn Cross Civil Engineering expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, Directors, agency workers, seconded workers, volunteers, or contractors.

This policy does not form part of any employee's contract of employment, and Cairn Cross Civil Engineering may amend it at any time.

2. Responsibility for the Policy

The Board of Directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

All senior managers have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them. understand and comply with this policy and the issue of modern slavery in supply chains.

3. Compliance with the Policy

You must ensure that you read, understand, and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager or the HR department as soon as possible if you believe. or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with you must raise it with your manager immediately.

Cairn Cross Civil Engineering aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Cairn Cross Civil Engineering are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavorable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Cairn Cross Civil Engineering manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

4. Communication and Awareness of this Policy

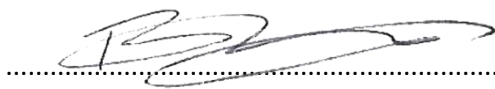
This policy will be communicated to all Employees during the induction process. Our zero-tolerance approach to modern slavery must be communicated to all suppliers and contractors at the outset of our business relationship with them and reinforced as appropriate thereafter.

5. Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Cairn Cross Civil Engineering may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

Signed



.....Date 8th May 2026

Phil Williamson

Managing Director