

# Modern Slavery & Human Trafficking Statement

## Our Business

Aarsleff is the UK trading name of Aarsleff Ground Engineering Ltd, a subsidiary of Per Aarsleff A/S, one of Denmark's leading civil engineering contractors. Since entering the UK market in 1991, the company has grown rapidly to become one of the country's leading Driven Piling and Ground Engineering contractors. Aarsleff Ground Engineering Ltd UK including companies trading as Centrum Pile and Cannon Piling (referred to in this statement as 'The Company') is committed to the highest level of ethical standards and sets high standards of impartiality, integrity and objectivity in relationship to the management of its activities.

We have an important role to play in addressing the risk of modern slavery within our Supply Chain and have set ourselves clear goals to continue to strengthen our approach and ability to do this. Our goals are constantly under review to ensure that the Company has the most up to date information to combat modern slavery.

## Structure of our supply chain

The Company procurement activity generally takes place all year round across the United Kingdom and our contractors and suppliers are generally based in the UK and Europe.

Our supply chain consists of vendors of various construction, manufacturing and office related products and services and professional consultants associated with the delivery of our Geotechnical solutions, products and services to our UK based customers.

## Assessment of our supply chain - Due diligence processes

Our supplier approval process has steps in place to make an assessment as to whether or not they have a Modern Slavery policy as an absolute minimum, along with any other relevant policies such as Anti-corruption, Fraud and Bribery and Equality Diversity & Inclusion. The Company is a gold member of the Supply Chain Sustainability School(SCSS), platinum certified with ConstructionOnline and are Triple ISO Certified. This year we intend to actively encourage our suppliers to become members of the SCSS as part of our responsible purchasing practices. We also intend to take on board and act upon any recommendations highlighted by the MSAT report ensuring these are also weaved into our goals this year.

We recognise that more detailed checks are required on high-risk sectors such as products & services from countries with low levels of regulation, where vulnerable workers might be present and where trade unions do not operate and intend to establish a mechanism in order to carry out such checks where they may be relevant

## Risk Assessment & Management

Within the Company we believe we do not have a direct problem with modern slavery and human trafficking due to our core values of 'Life and Health, 'Trust' and 'Responsibility' and our # Step Into The Blue Culture. The Company currently categorises our supply chain partners and plan to carry out further assessments during 2024 in order to identify potential risks of modern slavery and human trafficking. We will then address any risks identified.

## Measuring Effectiveness

We will measure our successes and any complaints and record where any instances of modern slavery are identified and how these were addressed.

## Our Policies

The Company is committed to ensuring policies are communicated to all relevant parties and implemented effectively across our day to day working practices. Through our policies we endeavour to ensure that there is no modern slavery and human trafficking in any part of our business or supply chain. In addition to rolling out our new up to date Modern Slavery Policy in 2024, we also have the below relevant policies in place:

- Modern Slavery Statement
- Equality, Inclusion, Diversity policy
- Anti-corruption, Fraud & Bribery Policy
- Grievance Policy
- Refusal to Work policy
- Whistleblowing policy
- Sustainability policy
- Corporate Social Responsibility policy

## Goals for 2024

Throughout the year we intend to undertake the following activities:

- Undertake a review of the processes and tools used to support the identification and management of modern slavery risks
- Review the way in which accountability for modern slavery is built into our governance structures and reporting mechanisms
- Actively promote and encourage interaction with the SCSS both from within the Company and with our suppliers
- Continue to improve awareness of modern slavery and human trafficking by rolling out an updated modern slavery policy to all employees
- Review our strategy and progress on goals bi-annually

## Training our people

Throughout 2023 we rolled out modern slavery e-Learning training to all our employees. In 2024 this will become a mandatory annual refresh with the training also forming a key part of any new employee induction.

We have also partnered with the SCSS and are currently gold members. The SCSS has been promoted internally, one of the aims of this is to increase modern slavery knowledge and compliance. The partnership provides our employees with access to specific modern slavery training and to a suite of wider resources. The SCSS also enables partners to work with it and to collaborate together, to develop new resources to tackle modern slavery, we intend to increase participation across the coming year.

## Approval

This statement will be reviewed annually by the Board of Directors ensuring all our activities comply with the UK Modern Slavery Act 2015.

We will ensure this statement is produced following the end of our financial year Sept 2024 and displayed on our website.

We are committed to providing adequate resource, training, and financial support to ensure the aims of this statement are achieved.

Signed on behalf of the Board of Directors :

Signed:



**AARSLEFF**

Kevin Hague - Managing Director, Aarsleff Ground Engineering Ltd Date:  
January 2024