BUILD WITH HEMP

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Slavery & Human Trafficking Policy 2025

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Slavery & Human Trafficking Policy

Policy & Principles

> This policy applies to all areas and operations of Build with Hemp Limited, whose principal operations are undertaken within the construction industry for various commercial and domestic clients.

Build with Hemp Limited (BWHL) acknowledges the provisions of the Modern Slavery Act 2015 and will ensure transparency within its organisation and in its supply chain. The company is satisfied from its own due diligence that there is no evidence of modern-day slavery or human trafficking within its organisation.

As part of the company's due diligence process into slavery and human trafficking, our supplier approval process incorporates a review of the controls undertaken by the supplier. We do not enrol suppliers outside of the UK and EU. The level of management control required for these sources will be continually monitored.

BWHL will not knowingly support or deal with any business involved in slavery or human trafficking.

BWHL will undertake responsibility for implementing this policy statement & its objectives.

The policy statement will be reviewed and re-published annually.

Modern Slavery Policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which deprive individuals of their liberty to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure that modern slavery does not take place anywhere in our business or supply chain.

We are also committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all our contractors, suppliers, and other business partners.

As part of our contracting processes, we may include specific prohibitions against the use of forced, compulsory, or trafficked labour, or anyone held in slavery or servitude, and we expect our suppliers to 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, Officers, Agency workers, Agents, Contractors, External consultants Third-party representatives &Business partners

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 chain is the responsibility of all those working for us or under our control. 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 or Legal 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 part of our business or the supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible.

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 chain constitutes modern slavery, raise it with your manager or the HR or Legal Department.

We 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. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting, in good faith, their suspicion that modern slavery of any form is or may be taking place in any part of our business or supply chain.

If you believe that you have suffered any such treatment, you should inform your manager immediately.

Communication

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this Policy

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

We may terminate our relationship with individuals and organisations working on our behalf if they breach this policy.

Michael Walker
Managing Director