

## **Modern Slavery Statement: 2021**

Linesight complies with the Modern Slavery Act in all locations in which this is relevant, but also as a matter of principle where it is not legally mandated. The Modern Slavery Act aims to drive out all forms of modern day slavery (encompassing slavery, servitude, human trafficking and forced labour) from any business practices. Linesight has a zero tolerance approach of human rights violations and is committed to the highest standards of ethics in both its' own business as well as its' supply chains.

This statement and governing policy applies to all employees and directors of Linesight and to all other persons working for Linesight or on their behalf in any capacity. The Board has overall responsibility for this policy and has delegated operational responsibility to its' management team.

The following controls are in place to ensure compliance with the Modern Slavery Act:

### **Our business**

Linesight provides professional consultancy services, management support and strategic advice to the global construction industry.

We specialize in the following eight key areas to provide faster project delivery, greater cost efficiency and maximum value – Program Management, Project Management, Project Controls, Cost Management, Supply Chain Management, Health and Safety, Consultancy and Procurement.

### **Our high risk areas**

Onsite construction work and Supply Chain Management are areas Linesight has identified as high risk areas on any project. We have taken steps to ensure that we have policies to ensure our suppliers and employees are vigilant against any form of modern slavery as outlined below.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK and other pre-employment checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

### **Our suppliers**

Linesight operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of

offenses relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. Allow us (if applicable) to take a risk based assessment of their service in addition to conducting routing and periodic due diligence
3. Explicitly include compliance with the Modern Slavery Act in our distribution agreements
4. They hold their own suppliers to account over modern slavery
5. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
6. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
7. We may terminate the contract at any time should any instances of modern slavery come to light and where the supplier has failed to take prompt and effective remedial action to address these

### **Training**

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

### **Approval for this statement**

This statement was approved by the Board of Directors on January 30<sup>th</sup> 2021.

Name                      Richard Joyce, Group Directors

Signature



Date January 30<sup>th</sup> 2021.