

Henry Construction Projects Limited

Modern Slavery Statement

Henry Construction Projects Limited (“Henry”) aims to be the safest, most cost effective, customer focused construction company in the UK.

As a part of its vision, the company is acutely aware of the perceived reputation of the construction industry having high risk of exploitation and the associated requirement to recognise and address modern slavery, both within the company and the wider supply chain that is involved in its business, with the aim of eradicating modern slavery and human trafficking.

This statement is made in accordance with Section 54, part 6 of the Modern Slavery Act 2015. The company recognises its responsibility for the implementation, review and update of this statement as well as monitoring the use and effectiveness of its content and proposals to eradicate modern slavery.

The Business

As one of the top construction companies in England, Henry contracts for the delivery of specified build projects throughout the UK.

The project-based nature of the business means that a significant proportion of the workforce will be sourced via contracting companies, employment agencies and contracting intermediary companies. The company is conscious of the requirement to provide all workers, whether engaged directly or via a third party, with a safe and regulated working environment and ensures that contract payments enable worker pay at or above National Minimum Wage or National Living Wage as appropriate. The company has introduced additional measures to assist in the prevention of modern slavery and human trafficking in its operations by extending its verification of identify and right to work procedures to exceed the statutory requirements by undertaking Right to Work checks on all employees and contractors working on our sites.

Supply Chains

The company’s business partners include, but are not limited to, its clients and subcontractors. Detailed Terms of Business are in place with all clients and subcontractors. Ultimately, we expect our business partners to promote the same standards within their own supply chains. Henry will never, knowingly, enter into a business relationship with any organisation involved in modern slavery or human trafficking.

Forced labour, servitude and trafficking of labour are key areas of consideration for us.

Our employees, workers and those we work with are encouraged to challenge any unethical, dishonest or unacceptable behaviour. All concerns raised will be treated seriously and will be investigated with the relevant parties, without bias, with absolute discretion and appropriate action will be taken by the relevant party where required.

Next Steps

During the 2019/20 financial year, Henry will continue in its commitment to enhance understanding of modern slavery throughout its workforce with the aim of combatting any facility for modern slavery or human trafficking in the supply chain to exist. This will be achieved by:

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- Identifying an individual within the company who will be responsible for the promotion of modern slavery prevention
- Rolling out additional identity and right to work checks as a mandatory part of all worker induction on site
- Monitoring the external environment to identify any modern slavery violations and instigate subsequent review procedures to reduce any associated risk
- Obligating labour suppliers to confirm their adherence to the prevention of modern slavery
- Training site managers to recognise the signs of modern slavery and human trafficking and empowering them to report any concerns
- Communicating with all workers to promote awareness of modern slavery issues by;
 - Publishing links to modern slavery awareness publications
 - Displaying relevant material to encourage any victims to publicise their issues

Mark Henry
Director