

# Hutton

CONSTRUCTION

## Modern Slavery Policy Statement

### Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 2021/22.

For the financial year ending 31<sup>st</sup> March 2022 we did not encounter any issues at our sites.

Hutton Construction Limited is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour ("human trafficking and slavery"). We strongly believe that we are responsible for promoting ethical and lawful employment practices. These practices are also required to be followed by suppliers and subcontractors. This statement complies with the Modern Slavery Act 2015.

### Organisational Structure and Supply Chains

This statement covers the business activities of Hutton Construction Limited. Hutton Construction Limited is part of The Hutton Group and is the only employing entity of the Group. Parent companies are Hutton South East Limited, Hutton East Limited and Hutton Holdings Limited. Subsidiary companies are Hutton Shopfitting Limited.

The Hutton Construction Limited is a major building contractor working throughout London and the East of England. From complex new multi-million-pound projects to large scale new build projects and refurbishments of existing premises for all sectors of business and industry within the United Kingdom.

Our Head Office is based in Colchester and employs approximately 30 staff and there is a second office based in Stansted and employs approximately 30 staff. We also employ approximately 40 staff who are based on sites which vary according to the projects being worked on.

Both Offices also use a number of sub-contractors and suppliers, who are predominantly local for the supply of materials, labour and plant hire.

### Policies

Relevant policies which are contained within staff handbook and are issued to or available to all staff are:

Modern Slavery  
Whistle- Blowing  
Equal Opportunities & Diversity  
Equality & Diversity

Harassment & Bullying  
Corporate Social Responsibility  
Grievance Resolution Procedure

### Due Diligence and Risk Assessments

We ensure that any new employee to the company successfully completes the required pre-employment checks which include proof of right to work in the UK and would not employ anybody who did not meet these checks. We require the same checks of any recruitment agency if they provide temporary staff.

All employees are paid directly by bank transfer and not by cash or into a third-party bank account so as to reduce the risk of forced or compulsory labour. We also ensure all staff are paid the national minimum wage and national living wage.

We ask all new subcontractors to complete a questionnaire as part of our Quality Management System. We have identified the need to regularly update this questionnaire for use in the next business year to include questions around their policies and procedures for proof of compliance with the Modern Slavery Act 2015 and will look to seek similar assurances from current subcontractors.

### **Measuring Effectiveness**


As part of the Monthly Board Report there is a section to report on any issue or report of Modern Slavery or if there is none. If any report of non-compliance was raised, it would be dealt with via policies stated above and would form part of next Board Report.

### **Training for staff**

All new employees are given copy/access to Company handbook as part of induction. We will look to continually review training and awareness for our new and existing staff as part of our ongoing review and development of our policies each year to comply with the act.

The Company Directors shall take responsibility for implementing this policy statement and its objectives and will provide the necessary resources to ensure that modern slavery is not taking place within the Company and subcontractors/suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and for the current financial year.



Signed:  
**Finance Director Mathew Smith**

Review date 1<sup>st</sup> May 2023