
Modern Slavery and Human Trafficking Statement

Our Business

Associated Asphalt Contracting Ltd was established in 2014 and has grown and adapted to the market to become recognised as a high-quality civil engineering enterprise offering fully comprehensive solutions to the highways, airfield and construction sectors.

Our clients include National Highways, the Ministry of Defence, Crown Commercial Services, and local authorities.

This is our first Modern Slavery and Human Trafficking Statement, and it has been produced as part of our financial reporting for FY22.

Our Business Activities

Our business activities are carried out in the following principal sectors:

- **Highways:** Construction, maintenance and emergency works on the UK's high-speed network and long-term framework delivery for Government Local Authorities
- **Airfield:** Delivery of high-quality airfield surfacing schemes as main contractor and specialist surfacing subcontractor, completed airside and landside at UK airport and MoD bases
- **Civil Engineering:** Worked collaboratively on a range of civil engineering projects.
- **Retail:** Providing civil engineering solutions on large retail stores UK wide
- **Sustainability:** Experienced experts at design, manufacture, trial and recycle material; developing the right solutions for our client's specific needs.
- **Multi-storey Car Parks:** Establishing the offer of a turn-key solution for multi-storey car park installations across the UK
- **Technology:** Investing heavily in developing green technology solutions for the construction industry including carbon reduction and net zero carbon alternatives
- **Production & Logistics:** Mining and movement of aggregate by rail to our rail head

Our Commitment

It continues to be a priority for Associated Asphalt Contracting Limited to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

We are committed to improving our practices to combat slavery and human trafficking in our business and supply chain.

Organisation's structure

We are a private limited company, and our registered office is:

2nd Floor
168 Shoreditch High Street
London
United Kingdom
E1 6RA

We currently operate in the UK and our directly employed workforce is increasing. This core team is supported by approved sub-contractors.

Our Supply Chains

Our supply chains include:

- Supply of labour
- Supply of materials
- Supply of vehicles
- Supply of office requirements

It is important that we work with suppliers who share our values and vision and are committed to dignity in the workplace for all.

Due Diligence

All new suppliers complete the supplier pre-approval form before we commence work with them. We continue to speak with our suppliers about our expectations about working standards at our sites and within our supply chains.

Our Public Disclosure Policy is available to all our employees so they can be reassured of company support always should they identify or suspect an issue within our supply chain or in our own organisation.

Our Policies

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

These include:

- Sustainable and Ethical Trading
- Public Interest Disclosure Policy
- Anti-bribery and Corruption Policy
- Anti-Slavery Policy
- Disciplinary and Grievance Policy

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Risk Assessment

At Associated Asphalt Contracting Limited we have zero tolerance to slavery and human trafficking.

We understand that the following area gives rise to the highest modern slavery risk in our business:

- Sub-contracted labour working directly on construction projects in the UK

We are aware that criminal gangs continue to target the construction industry and are vigilant to the threat of forced labour and modern slavery. Our managers understand this risk and our working model means that our own employees work closely with sub-contractor workers and so are well positioned to identify a person at risk of modern slavery.

In addition to awareness of all our employees to the risks, we have a dedicated compliance team consists of involvement from the following departments.

- The Board
- People function
- HSEQ
- Contracts Managers and Supervisors

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have reviewed our Anti-Slavery policy and uploaded it to our SharePoint site and is displayed on our notice boards to provide access for our employees. It is further shared with stakeholders as and when appropriate.

Our dedicated compliance team talk to all employees about the risk of modern slavery within our supply chain as part of their normal interactions with our people and as an intrinsic part of their job role.

Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Identify further training that we can provide to our employees
- Review our current New Supplier Process with a view to further strengthening our current due diligence activity
- Consider the introduction of relevant KPIs for FY 24 financial year

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Associated Asphalt Contracting Limited's slavery and human trafficking statement for the financial year ending 31 December 2022. It was approved by the board on 17th October 2023.

This statement will be reviewed no less than annually

Signed:



Date:

17/10/2023

Managing Director