

Modern Slavery Statement

Introduction

Ridgestone Developments Ltd is committed to preventing modern slavery and human trafficking in all its forms within our organization and supply chains. We recognize our responsibility to uphold human rights and ethical labour practices, and we are dedicated to ensuring that slavery and human trafficking have no place in our business operations.

Our Business

Ridgestone Developments Ltd is a construction company specializing in small-scale residential and commercial builds, renovations, refurbishments, and extensions. Our operations are based in London, United Kingdom, and we work with a network of suppliers, subcontractors, and partners to deliver high-quality construction services to our clients.

Our Policies

We have adopted a zero-tolerance approach to modern slavery and human trafficking and have implemented the following policies to ensure compliance with legal and ethical standards:

1. **Anti-Slavery Policy:** We have established an Anti-Slavery Policy that outlines our commitment to preventing modern slavery and human trafficking in all aspects of our business operations. This policy is communicated to all employees, subcontractors, and suppliers.
2. **Supplier Code of Conduct:** We require all suppliers and subcontractors to adhere to our Supplier Code of Conduct, which prohibits the use of forced labour, child labour, and any form of human trafficking. We conduct due diligence assessments of our suppliers to ensure compliance with these standards.
3. **Employee Code of Conduct:** Our Employee Code of Conduct emphasizes respect for human rights, ethical behaviour, and compliance with applicable laws and regulations. We provide training and awareness programs to our employees to promote understanding and adherence to these principles.

Due Diligence

We conduct due diligence assessments of our supply chains to identify and mitigate risks of modern slavery and human trafficking. This includes:

- Assessing the labour practices and human rights records of our suppliers and subcontractors.
- Engaging with suppliers to ensure they understand and comply with our expectations regarding ethical labour practices.
- Monitoring and auditing supplier compliance through site visits, inspections, and ongoing communication.

Training and Awareness

We provide training and awareness programs to our employees, subcontractors, and suppliers to raise awareness of modern slavery and human trafficking issues and empower individuals to recognize and report any concerns. Training topics include:

- Understanding the signs of modern slavery and human trafficking.
- Reporting procedures for suspected cases of exploitation or abuse.
- Our commitment to ethical labour practices and human rights.

Reporting and Compliance

We encourage employees, subcontractors, and suppliers to report any suspicions or concerns regarding modern slavery or human trafficking through our confidential reporting channels. We investigate all reports promptly and take appropriate action to address any identified instances of non-compliance.

Conclusion

Ridgestone Developments Ltd is committed to upholding the highest standards of integrity, transparency, and ethical behaviour in all aspects of our business operations. We will continue to work diligently to prevent modern slavery and human trafficking and to promote the well-being and dignity of all individuals within our organization and supply chains.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and has been approved by the Board of Directors.

S.M.

Shathik Miah, Founder & CEO, Ridgestone Developments Ltd.

14/05/2024