

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Lencon Construction Ltd.(LCL) is committed to preventing unethical labour practices occurring in any part of our business operations or in any part of our supply chain. The Policy applies to all LCL employees as well as, suppliers and joint venture partners, who must ensure that their businesses and supply chains worldwide work to our highest ethical standards and comply with this Policy.

LCL will take steps to ensure that labour abuses including, modern slavery and human trafficking are not taking place in our operations or in that of our supply chain.

We will ensure that:

- Any reports of labour abuses will be quickly and sensitively investigated, with the protection of victims being paramount. Investigations will be conducted in full cooperation with the police and/or Gangmasters and Labour Abuse Authority (GLAA).
- All recruitment is carried out in a fair and transparent manner and will comply with relevant legislation and standards.
- Suppliers will be expected to comply with the Immigration, Asylum and Nationality Act 2006.
- LCL will take a partnership approach with regards to working with its suppliers to combat the threat of modern slavery and human trafficking across its sectors and all the industries in which it operates.
- LCL will train appropriate staff to understand the risks and issues surrounding modern slavery and human trafficking, including how to identify it and appropriate measures to prevent it.

All employees have an individual responsibility to ensure compliance with this Policy, including being alert to the risk of such unlawful practices and reporting anything suspicious. Any concerns may be reported to the Director confidentially.

Modern Slavery and human trafficking are serious criminal offences and a violation of fundamental human rights. Any violation or breach of this Policy or the Modern Slavery Act by an employee will result in disciplinary action, up to and including dismissal in appropriate circumstances. In addition, LCL will notify the relevant authorities of an individual or a supplier's contravention of the Act.

This Policy will be reviewed annually to ensure that it reflects current legislation and regulations.

Signed:



S Lennon (Director)