

## Modern Slavery & Human Trafficking Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Thomas Sinden Group companies during the financial year 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024 to prevent modern slavery and human trafficking in its business and supply chains. This statement covers the following group companies, has been approved by the Board of Directors and is signed on behalf of the board by Steve McMahon, Operations Director: Thomas Sinden Limited; Thomas Sinden Developments Limited; TS Civil Engineering Limited; TS Joinery Solutions Limited.

### Our business

Thomas Sinden is a privately owned group of construction companies operating throughout London and the South East of England. We carry out building and civil engineering projects for both public and private sector customers, as well as our own speculative residential developments. We directly employ an in-house workforce consisting of key building and services trades and appoint subcontractors to provide some packages of work. Our subcontractors and material suppliers are predominantly based in the UK.

### Our policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty in order to exploit them for personal or commercial gain.

The Thomas Sinden Group are committed to act ethically, being open and honest in our business relationships and to implement effective systems and procedures to, as far as is practically possible, ensure that slavery and human trafficking does not take place anywhere in our business or our supply chain.

### Processes to combat trafficking and slavery

During the period covered by this statement we have continued to operate the following processes to combat slavery and human trafficking:

- Review and update risk assessments, in order to identify appropriate measures to avoid slavery and human trafficking issues within our business and supply chains;
- Provide relevant training to our staff in respect of risks of modern slavery and human trafficking in our business and supply chains;
- Require all our subcontractors and suppliers to implement due diligence procedures to ensure that there is no slavery or human trafficking in their supply chains;
- Operating a whistle-blowing procedure to enable modern slavery and human trafficking concerns to be reported and investigated.

### Signed on behalf of the Board of Director



**Steve McMahon**  
**Operations Director**  
1<sup>st</sup> April 2024