

MODERN SLAVERY & HUMAN TRAFFICKING POLICY

May 2025

Brims Construction Ltd is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including subcontractors, and partners.

The policies we have in place and this anti-slavery statement reflect our commitment to:

- Paying people fairly and properly for their work.
- Acting ethically and with integrity in all our business relationships and;
- Enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

Brims acknowledge their responsibility to the Modern Slavery Act 2015 and will ensure transparency within the company and with suppliers of goods and services to the company.

EMPLOYEES

All employees who join Brims are subject to checks to ensure they are genuine applicants operating as free agents with the required level of propriety. These will include verification of identity, references, evidence of qualifications, and may include criminal and financial checks.

SUPPLIERS (INCLUDING SUBCONTRACTORS & CONSULTANTS)

Brims operate a supplier verification process and require all suppliers to comply with the requirements of the Modern Slavery Act 2015. Brims ensure compliance through management meetings, site visits, internal and external audits.

As part of the Brims due diligence processes into slavery and human trafficking, the supplier approval process incorporates a review of the controls undertaken by the supplier.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

For suppliers where there is deemed to be an additional risk of slavery or human trafficking, supplementary checks will be undertaken.

Brims operate a zero-tolerance approach to slavery and human trafficking and will not support or deal with any business knowingly involved in slavery or human trafficking.

The Brims Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the company and its supply chains.



Jason Wood, Health, Safety, Environment & Quality (HSEQ) Director

May 2025