

# MODERN SLAVERY STATEMENT

**Landmarc acknowledges and embraces the responsibility to comply with all principles of the Modern Slavery Act 2015, and our company values guide us to operate ethically and transparently.**

Landmarc has a workforce of circa 1,300 employed across all parts of the UK. We also have staff employed by a subsidiary company in the Middle East. We deliver construction, support services, consultancy, and frontline services primarily in the defence sector, covering a range of different provisions. In addition to our directly employed workforce, there are many people employed in our supply chain.

Landmarc is committed to ensuring that no Modern Slavery takes place in any part of the business or within its supply chain. We encourage all our employees and those employed in our supply chain to report any concerns or activities they witness or are made aware of which could be indicative of modern slavery. This can be done by direct referral to senior management or by using our Whistleblowing Policy. All direct employees are subject to rigorous security vetting prior to employment. This includes checking their right to work in the UK. Landmarc's policies and processes comply with all required legislation, including the Equality Act, National Minimum Wage and Working Time Directives.

Our suppliers and sub-contractors are required to comply with our business practices, and ethical supply policies and our site induction processes extend to our sub-contractors and their employees operating on our sites. We also focus on embedding awareness of ethical risks, such as Modern Slavery, and engaging in discussion with our Tier 1 and Tier 2 key suppliers through our onboarding process on the steps they are taking to comply with the Modern Slavery Act 2015. The Tier 1 and Tier 2 key suppliers are reviewed annually to ensure their working practices remain compliant.

For our operations in the Middle East, the main area of Modern Slavery risk is within the lower levels of the supply chain. Our sub-contract agreements and purchase orders communicate the level of compliance required in this regard, including operating in accordance with local legislation and international standards (e.g. ILO).

In any part of our business, the prevention, detection, and reporting of modern slavery is the responsibility of all people working with us in any capacity. Management at all levels is responsible for ensuring those reporting to them understand and comply with this policy and the issue of modern slavery in supply chains.

Training on this policy, and the risk our business faces from Modern Slavery and Human Trafficking, is included in our induction process and the annual workplace talks programmes for all individuals within the business. Appropriate training is also provided to relevant procurement staff in relation to both the prequalification of new suppliers and the periodic review of existing suppliers and their business practices. Regular refresher training will be provided as required.

Our policies and procedures are kept under regular review. Change to such internal controls may result in a further revision to this statement. In addition to these activities, monitoring the effectiveness of our Modern Slavery policy includes tracking any incidence of Modern Slavery through the whistleblowing process.

The Landmarc Board has approved this Modern Slavery statement.



**Mark Neill, Managing Director**

**November 2022**