

MODERN SLAVERY POLICY

1 Organisation

This statement applies to Burrows Contractors Ltd applies to all aspects of the company's processes.

2 Organisational Structure

Burrows Contractors Ltd is a family owned sports pitch construction contractor. Our activities include the construction and drainage of grass pitches, cricket fields, golf courses and equestrian facilities. In addition, the company owns, maintains and operates a comprehensive, modern fleet of plant and equipment, undertaking a diverse range of operations, including earthmoving and landscaping works.

3. Definitions

Burrows Contractors Ltd considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

4. Commitment

Burrows Contractors acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Burrows Contractors Ltd strictly adheres to the minimum standards required in relation to its responsibilities under the relevant employment legislation.

Burrows Contractors will highlight the issue of modern slavery through various methods of communication. Our supply chain will be encouraged to report any concerns which will be investigated and, where necessary, take appropriate action relating to any concerns expressed.

5. Supply Chains

Our supply chain is product suppliers. The nature of our business and the in-house approach results in minimal exposure to risk

We will work with our suppliers who share our commitment to tackling modern slavery. We will review our practices, policies and procedures to establish the best way of incorporating our policy on modern slavery, with the goal of ensuring that any third parties with whom we deal, are making efforts to prevent forced labour and human trafficking in their business.

As part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery

- (For UK based suppliers) they pay their employees at least the minimum wage / national living wage (as appropriate)
- (For international suppliers) they pay their employees any prevailing minimum wage applicable within their country of origin
- We may terminate the contract at any time should any instances of modern slavery come to light

Due to the size of the few supplier we use all of their policies and statements are published on their webpages. These are annually reviewed by ourselves.

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

6. Potential Exposure

In general, Burrows Contractors considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

7. Due Diligence processes for Slavery and human trafficking

Burrows Contractors has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, Burrows Contractors Ltd has taken the following steps to ensure that modern slavery is not taking place:

- We limit the geographical scope of our operations to the UK
- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour
- Expect our suppliers to have suitable policies and processes in place within their own businesses to prevent child labour, modern slavery and human trafficking and to cascade those policies to their own suppliers
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We have systems in place to encourage the reporting of concerns and the protection of whistle blowers

8. Measures

We use the following measures to check how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Right to work checks completed at recruitment stage;
- Ensure minimum employment age adhered to, in line with the relevant legislation;
- Always apply national minimum wage thresholds, in line with the relevant legislation;
- Regular contact with material suppliers including their understanding of, and compliance with, our expectations.

9. Training

We will facilitate training for all employees. Burrows Contractors use the training materials recommended by the Home office to ensure that employees are aware of modern slavery and consequently can recognise, prevent and report forced labour, labour trafficking and other third-party labour exploitation.

10. Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure slavery and/or human trafficking is not taking place within the business or supply chain if no reports are received from suppliers, the public or law enforcement agencies to indicate that modern slavery practices have been identified.

11. Responsibility

The Company has a Slavery Compliance Officer, Catherine Burrows (Director) to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Company obligations in this regard.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training

12. Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

13. Conclusion

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed and evolved for each financial year.

Signed

Catherine Burrows



09/03/2026

Review March 2027