

Policy on Anti-Slavery & Human Trafficking

Policy Statement

This Policy takes reference from Section 54 of the Modern Slavery Act 2015.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Horizon Civil Engineering strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring, as far as is reasonably practicable, that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Horizon is committed to managing its social, ethical and environmental responsibility by upholding the following principles:

- To treat employees fairly
- To operate ethically and with honesty
- To respect basic human rights and ensure that we and our supply chain conform to the Modern Slavery Act 2015
- To sustain the environment for the future

Our Business

Horizon Civil Engineering Limited is a SME civil engineering company based in the Vale of Glamorgan, South Wales. We currently employ 28 members of staff. Horizon undertake civil engineering projects, landscaping and road surfacing works for Local Authorities, public and private clients across South Wales and Mid Wales.

Our Commitments

Performance management comprises of a risk based approach to our contracting processes which will be reviewed on a regular basis.

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We are committed to communicate awareness to all staff that we employ through training in the basic requirements of the Act and our commitment to the compliance within the Act.

We are committed to engagement with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.

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Consistent with our risk based approach we will require:

- employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct
- we will assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.

If we find that other individuals or organisations working on our behalf have breached this policy; we will ensure that we take appropriate action.

This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationship

Jere Burridge

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Managing Director

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Review 20th March 2025