

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2025

INTRODUCTION

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We are proud of the steps we have taken to combat slavery and human trafficking and we are committed to constantly reviewing and improving our practices to combat slavery and human trafficking.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

ABOUT US

Established in 1996 Celtic Contractors have enjoyed steady growth, through recommendation and repeat business. A testament to our ability to establish long and successful relationships to whomever we are given the opportunity to work alongside.

We are a Surrey based interior fit out contractor that has grown with our clients whilst delivering value and quality to all our projects. Celtic Contractors has earned their enviable reputation in the marketplace by maintaining a proactive and refreshing approach to our client's business needs. Celtic Contractors have extensive experience in the design, supply and installation of integrated proprietary metal and mineral fibre suspended ceiling systems that incorporate luminaries, air grilles and ancillary services. We are uniquely positioned to provide bespoke solutions for mega panel, linear and modular metal suspended ceilings systems including waveform, curved and sloping configurations.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

OUR SUPPLY CHAINS

Supply chain security and integrity is a crucial component of the business model.

The relationship with all our suppliers and sub-contractors has been established over a number of years and is built upon mutually beneficial factors, where we have close and personal links and contact with the owners or directors, typically reflecting the fact that we partner with Small and medium sized operations in the main



As and when we have new contractors or suppliers come on-board, we pre-qualify any new company or sub-contractor through a series of diligence, relating to company performance, HS&E compliance and references from other customers to establish that they are suitable.

We always monitor, assess and mitigate the potential risk areas in our supply chains and have robust systems in place to deal with such risks.

To date, we haven't been made aware of any human trafficking or slavery activities within the supply chain, but if any were highlighted to us, then we would act immediately in accordance with our legal and moral obligations.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have in place systems to

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers

TRAINING

We have zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we aim to develop training for our staff. The Anti-- slavery Policy is available in our Employee Handbook and Induction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the financial year ending 2025.

Jon Whyte
Managing Director
Celtic Contractors Ltd

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