Blyth Construction (SW) Ltd

Unit 1, Coombe Farm, Templeton, Tiverton, Devon. EX16 8BW
✆:01884 860637 :07818 566 757

✉: info@blythconstruction.co.uk www.blythconstruction.co.uk

Anti-Slavery & Human Trafficking Policy Statement

Blyth Construction (SW) Ltd is committed to ensuring that modern slavery and human trafficking have no place in our business or supply chains. We promote ethical employment practices and will not knowingly work with any supplier or organisation involved in forced labour, servitude, or human trafficking. This policy will be published on our website and reviewed annually.

1. Organisation Structure

Blyth Construction (SW) Ltd is a small to medium building and civil engineering company operating across Somerset, Devon and Cornwall.

We employ six full-time staff and up to ten additional workers as required.

All employees and subcontractors engaged by us are legally entitled to work in the United Kingdom and are provided with written contracts outlining their rights and responsibilities.

2. Our Commitment

We are committed to acting ethically and with integrity in all business relationships.

We have zero tolerance for modern slavery and human trafficking and expect the same high standards from all suppliers, subcontractors, and business partners.

This policy reflects our commitment to:

- Ensuring slavery and trafficking are not present in our workforce or supply chain
- Maintaining transparent and responsible business practices
- Taking immediate action if concerns arise

3. Risk Assessment

Although we are a small organisation, we recognise that risks can exist in:

- Construction supply chains
- Subcontracted labour
- Low-cost material suppliers
- Overseas-manufactured goods

We monitor these risks and take proportionate steps to ensure our suppliers operate ethically.

4. Supplier Standards

We only purchase goods and services from recognised companies that comply with the Modern Slavery Act 2015.

Suppliers must:

- Demonstrate compliance openly or upon request
- Treat their workforce lawfully and ethically
- Provide evidence of right-to-work checks where relevant

Any supplier who refuses to demonstrate compliance, or raises suspicion of unethical labour practices, will be removed from our supply chain and may be reported to the appropriate authorities.

5. Due Diligence

Our due diligence processes include:

- Verifying the legitimacy of suppliers
- Checking that subcontractors are legally entitled to work in the UK
- Reviewing supplier policies where appropriate
- Monitoring for warning signs of exploitation

6. Training & Awareness

All Blyth Construction staff are made aware of this policy through the staff handbook.

Additional training, guidance, and support will be provided where required to ensure staff understand how to identify and report concerns.

7. Reporting Concerns

Any employee, subcontractor, or supplier who suspects modern slavery or unethical labour practices must report it immediately to management.

Concerns will be investigated promptly and confidentially, and appropriate action will be taken.

8. Review

This policy will be reviewed annually or sooner if required by changes in legislation or business operations.

Rory Davies CEO dated 22nd March 2026