

POLICY DOCUMENT 16

ANTI-SLAVERY & HUMAN TRAFFICKING POLICY



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BdR (Civil and Structural Engineering Ltd (BdR)) is a small design consultancy
Its offices are located in Hadlow, near Tonbridge, Kent.

The Company is owned by one Director, who is opposed to any form of slavery or
human trafficking and is committed to taking positive steps towards its reduction
and eventual elimination.

The Company turnover is less than £36 m, and, therefore, the requirement of the Slavery Act 2015 to produce
an annual anti-slavery and human trafficking statement at the end of the company's financial year will not
apply.

However, the Director recognises that BdR is part of a supply chain of companies whose annual turnover
exceeds the Act's minimum value for reporting. Therefore, he acknowledges his duty to report to those
companies what measures BdR has undertaken to ensure that slavery or human trafficking does not occur
in BdR's organisation or in those organisations who supply BdR with services.

The Company's financial year ended on 30th April 2025 and the director reports that:

- 1) BdR pays all its employees in excess of the minimum statutory wage.
- 2) BdR undertakes thorough immigration checks on prospective non-UK employees.

In addition, BdR proposes in the current financial year (1st May 2025 to 30th April 2026) to:

- Map its own supply chains as far as practicable;
- Review its supplier contracts and include an obligation on its suppliers to comply with the UK Slavery Act 2015. This requirement will also apply to any new suppliers.

This review: 08-07-2025
Next review: 08-07-2026

Signed:


Shaun Best
Managing Director

