



## **Introduction**

LPL is a construction and services group which operates across a wide range of sectors, and currently employs c.80 people across our operations. A full description of the business and services we offer can be found on our website [www.lplcs.com](http://www.lplcs.com). As well as delivering services directly, we also act as a sub-contractor and provide contracts management expertise. We also rely on several manufacturers, suppliers and distributors which, in turn, will source products from their respective supply chains.

### **Our policies**

At LPL we have many policies including our Anti-slavery and Human Trafficking Policy. These set out our position of zero tolerance of modern slavery and human trafficking in any form in our business and supply chain. We are committed to acting ethically and with the utmost integrity in our business dealings and relationships to ensure modern slavery and human trafficking are not taking place in our business or across our supply chain. Our Whistleblowing Policy provides a process for our employees and others working in our supply chain to report suspected breaches of these policies.

### **Our approach to assessing and managing risk**

- We have a zero tolerance of modern slavery and human trafficking.
- Our policies require that our sub-contractors and consultants acknowledge their responsibility for adhering to our policies.
- We have undertaken risk assessments to identify the key procurement risks categories in our supply chain and review those risk assessments regularly.
- Our standard contractual terms include obligations on our sub-contractors and suppliers to comply with our policies, including our Anti-slavery and Human Trafficking Policy.
- Our policies require our subcontractors and suppliers to confirm that they comply with our zero tolerance policy.
- We undertake checks on new recruits to ensure that they are eligible to work in the UK
- We continue to monitor the effectiveness of our actions against the risk of modern slavery and human trafficking.
- We are delivering training to key employees on the risks of modern slavery and human trafficking.

We are aware that risks arising from modern slavery and human trafficking can apply anywhere in our operations, whether through direct employment, sub-contracted employees or the supply of materials. We expect our suppliers and subcontractors to ensure that there is no slavery or human trafficking in their supply chain. Where issues are identified that are not resolved to our satisfaction, we review the on-going nature of the relationship with that relevant organisation.

This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and constitutes LPL construction's modern slavery and human trafficking statement for the financial year ending 31st March 2021.

**Date: 22 October 2020**