

MODERN DAY SLAVERY & HUMAN TRAFFICKING POLICY

Phoenix Brickwork (UK) Ltd is committed to driving out acts of modern slavery and human trafficking within its business and that from within its supply chains, which includes sub-contractors.

The Company acknowledges its responsibilities under the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking. The Directors and senior management team shall take responsibility for implementing this policy and will provide adequate resources to ensure that slavery and human trafficking is not taking place within the organisation and its supply chains.

Any employee who breaches this policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct, and we may terminate our relationship with other individuals or organisations working on our behalf if they breach this policy.

Employees, subcontractors, suppliers, and labour providers are encouraged to report concerns relating to exploitation, forced labour, or human trafficking in accordance with the Company Whistleblowing Procedure.

The Company undertakes appropriate due diligence, right to work checks, and labour verification processes where applicable to reduce the risk of modern slavery within its operations and supply chain.

This document forms part of our Integrated Management System which conforms to ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) as well as ISO 45001 (Occupational Health & Safety Management).

This statement will be reviewed annually or when there are changes to legislation or there is a significant change to the business activities and re-communicated to all who may be affected.

Signed:



Mr Christian Watson
Group Chairman

30th October 2025

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