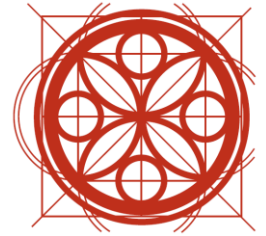




By Appointment To HM The Queen  
Building Façade Restoration  
and Conservation  
PAYE Stonework & Restoration Ltd  
London



# PAYE

## ANTI-SLAVERY POLICY STATEMENT

The following document sets out PAYE Stonework & Restoration Limited's (the "Company") policy on Modern Slavery.

The company has a zero-tolerance approach to modern slavery and we are committed to acting ethically, and with integrity, in all our business dealings and relationships, as well as implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

## IMPLEMENTATION

We are 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 expect the same standard from our contractors, suppliers and other business partners.

The company has adopted a 9-point plan to combat modern slavery:

- The commitment from the Director's to the Company's 9-point action plan and arrangements for preventing and detecting modern slavery.
- The Directors will be required to oversee the development and implementation of this policy and to monitor compliance.
- The assessment of risk of modern slavery within the Company and the development of effective, efficient and transparent controls to reduce exposure to those risks
- The establishment of a clearly articulated and visible Anti-Slavery Policy to implement the Company's principles prohibiting modern slavery at all levels of the business. This policy is communicated to all employees throughout the Company and to our business partners and supply chain.
- The adoption of appropriate and proportionate due diligence on business partners, sub-contractors, and suppliers coupled with a requirement that they implement adequate procedures for the prevention of modern slavery practices such as forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, in accordance with the Modern Slavery Act 2015 and pass this obligation onto their own supply chains.
- Guidance to all relevant individuals throughout the Company so that compliance with our policies is the duty of all relevant employees at all levels and so that individuals can recognise modern slavery and take steps to avoid the same.
- A requirement that our employees remain vigilant and report any suspicion of modern slavery through the whistle-blowing channels described in the Code of Business Conduct and Ethics to enable proper and thorough investigations to be carried out.
- The imposition of appropriate disciplinary and other sanctions for violations of our policies and procedures and/or laws against bribery and corruption.
- Annual audits and reviews of the Company's Anti-Slavery Policy and procedures to monitor, evaluate, and improve their effectiveness.

Failure to comply with this Policy may result in disciplinary action, including dismissal (employees) or appropriate sanctions (supply chain) in addition to civil or criminal charges.

**Matt Kember**  
Managing Director

**January 2021**