

## Modern Slavery and Human Trafficking Statement

Lindum Group Limited (Lindum) is committed to continuing to improve our practices and policies to ensure that modern slavery and human trafficking is not taking place within our Group or any of our supply chains.

### ORGANISATIONAL STRUCTURE

At Lindum our primary business is construction, whether new build, refurbishment or maintenance projects. We also have a range of 'in-house' and 'support services' ranging from plant hire and vehicle maintenance through to waste recycling and bespoke joinery services. All of our different trading divisions operate through one single limited company, Lindum Group Limited; we believe this is the most straightforward and transparent way. Our work is conducted within the United Kingdom from our offices in Lincoln, Peterborough, York and Saxilby.

Lindum directly employs over 600 people, and engages other professionals, sub-contractors and suppliers many of whom are companies local to us and almost all are based within the United Kingdom.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to making sure that, as far as we are able, there is no modern slavery or human trafficking in our supply chains or in any part of our business. This commitment reflects our dedication to acting with integrity in all our business relationships and to implementing and enforcing effective systems and controls to see that slavery and human trafficking is not taking place in our supply chains.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate the risk of slavery and human trafficking in our supply chains, we have:

- reviewed and amended the agreements we enter into with our supply chains in order to ensure that our commitment to comply with the requirements of the Modern Slavery Act 2015 is shared with our suppliers;
- continued to ensure that our recruitment processes are rigorous, transparent and regularly reviewed. We have robust procedures in place for vetting new employees, confirming their identities and paying them directly into their personal bank accounts;
- incorporated modern slavery and safeguarding awareness into training workshops; and,
- monitored and continue to monitor potential risk areas.

### FURTHER STEPS

We are committed to continuing to review and update our policies and procedures wherever necessary during the forthcoming financial year to further identify and mitigate risk, to expand upon our existing training system and to further develop appropriate and proportionate monitoring procedures. We will also continue to work with our supply chains in order to ensure, as far as we are able, that their processes and policies echo our commitment to comply with the requirements of the Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Lindum's Modern Slavery and Human Trafficking Statement for the financial year ending 30 November 2022.



**Robbie Kok, Director**  
**Lindum Group Limited**  
**Date: 19<sup>th</sup> May 2023**