

## **MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT**

Bachy Soletanche Ltd (BSL) is a specialist geotechnical contractor engaged in ground investigation, foundation, and specialist geotechnical work within the construction industry. We are committed to combatting modern slavery and human trafficking in all areas of our business and supply chain.

### **1. Our Commitment**

BSL adheres to the principles outlined in the Modern Slavery Act 2015. We are committed to transparency in our business and supply chains and expect the same from our suppliers and subcontractors. We uphold high ethical standards and ensure that modern slavery is not tolerated in any form within our operations.

### **2. Modern Slavery Act 2015**

The Modern Slavery Act 2015 consolidates offences related to slavery and trafficking. Section 54 requires companies with a turnover of £36 million or more to report actions taken to combat slavery and human trafficking in their supply chains. BSL ensures full compliance with this requirement and supports the UK Government's objective to eradicate modern slavery.

### **3. Responsibilities**

**Management:** Ensures the policy is communicated effectively and enforced across the business.

**Employees, Subcontractors, and Suppliers:** All are responsible for avoiding actions that may contribute to modern slavery. Concerns should be raised to HR or via the Whistleblowing Policy.

### **4. Training and Awareness**

BSL provides training on modern slavery to all employees, subcontractors, and suppliers. This includes e-learning modules, toolbox talks, and access to guidance via the Sustainability Supply Chain School. Training is prioritised based on risk levels within the business.

### **5. Employment Practices**

BSL is committed to fair and ethical employment practices. We ensure that job requirements are clear and based on the skills required for the role. We refrain from discriminatory practices and focus on ensuring equal opportunities for all applicants.

### **6. Supply Chain Due Diligence**

BSL works closely with its supply chain to prevent modern slavery. We require suppliers to comply with ethical standards and provide full transparency on their practices. High-risk suppliers are subject to audits, and all suppliers are pre-approved, with their Modern Slavery policies monitored regularly.

### **7. Whistleblowing**

BSL has a Whistleblowing Policy that enables employees and others to report concerns regarding modern slavery confidentially and without fear of retaliation. We encourage a culture of openness and accountability.

### **8. Policy Review**

This policy is reviewed annually to ensure compliance with the Modern Slavery Act 2015 and is updated as necessary to reflect changes in legislation. This policy, which is reviewed annually, is communicated to all employees and persons working on our behalf and made publicly available to interested parties via our website.

**Approved by:**

**Date:** 14.03.2025

Tamas Kaltenbacher  
BSL Managing Director