

# Modern Slavery and Human Trafficking Statement

## Key Responsibilities

Capital Sky takes its responsibilities in respect of modern slavery and human trafficking seriously. We are committed to acting ethically and with integrity in all our business dealings and relationships. We fulfill all statutory obligations and ensure legal compliance and complete transparency in respect of our employment relationships.

Modern slavery is a terrible crime and a violation of fundamental human rights. Its various forms also include servitude, forced and compulsory labour and human trafficking.

We are committed to playing our part in eradicating this modern day menace, which has been described as criminality hidden in plain sight. Government research recently concluded the estimated cost to the UK is between £3.3bn and £4.3bn.

We present our statement as required by section 54 of the Modern Slavery Act 2015. Capital Sky Ltd Director has approved this report.

As the Director with full responsibility I am proud to present this public statement of our position. This is a live policy that informs all who view it of our culture and development and it will be updated accordingly.

This policy is also available to view on the Capital Sky website.

Capital Sky Ltd has been created with a wealth of experience of demolition, construction and Civil Engineering. The Management team have vast experience with specialist projects and managing the project teams from preconstruction phase to hand over. The Management team have received numerous awards for safety, environmental and quality as well as successful completion of projects.

## Our Supply Chain

Capital Sky will work to prevent modern slavery and human trafficking within our sub-contractor supply chains through reducing the risks and working to influence behaviours within our directly contracted sub-contractor organisations. Any failure to address these issues that results in a contravention of the Act, a possible contravention, or a perceived contravention of the Act that could impact the reputation of Capital Sky may be investigated and result in a variety of actions, up to and including removal from our supply chain.

Capital Sky management, employees and subcontractors are responsible for compliance with these requirements.

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As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures:

Our processes aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chains
- Scrutinise any identified areas of risk within our business and supply chains
- Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff. We also require our suppliers to provide training to their staff.

To show our effectiveness in combating slavery and human trafficking We review supply-chain feedback each year on this issue to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

We also monitor trade publications and news outlets in order to better understand the risks in our industry.

### Further steps

We are committed to reviewing the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Capital Sky anti-slavery and human trafficking statement for the current financial year. It has been approved by Capital Sky Board of Directors .

Signature

  
Martin Maloney  
Managing Director

Date 16/05/2024

Next Review 16/05/2025