

Modern Day Slavery Policy Statement

Blanchard Wells believes that modern slavery, human trafficking, servitude, and forced labour are unacceptable practices that have no place in a modern society. We are committed to conducting our business with integrity and to combatting modern slavery in all its forms within our business and across our supply chain.

We fully support and comply with the requirements of the Modern Slavery Act 2015 and are committed to transparency in our operations and those of our supply partners.

Business Structure and Supply Chain

Blanchard Wells is a privately owned company providing groundworks and civil engineering services across the Commercial, Industrial, Retail, and Residential sectors. We are based in Soberton Heath, Hampshire, and employ approximately 250 people.

We engage subcontractors for specialist works and procure materials, labour, and plant through a diverse supply chain. We strive to build long-term, collaborative relationships with our supply chain partners and clearly communicate our expectations for ethical business conduct.

Policies, Training, and Communication

Relevant staff members are trained to understand and identify the risks associated with modern slavery and human trafficking. This understanding is shared across the wider supply chain to raise awareness and promote vigilance.

Our expectations are communicated to supply chain partners, who are encouraged to report any concerns or suspicions regarding unethical practices. We promote an open and supportive reporting environment, including the use of internal and external whistleblowing mechanisms where necessary.

Due Diligence and Risk Management

We are committed to continually improving our approach to identifying and mitigating the risk of modern slavery. This includes:

- Conducting due diligence on new suppliers and subcontractors.
- Reviewing our procurement processes to ensure ethical sourcing.
- Ensuring contractual terms require compliance with modern slavery legislation.
- Monitoring and reviewing supplier performance and ethical standards.

Governance and Responsibility

This statement has been approved by the Board of Directors and is made pursuant to Section 54(1) of the Modern Slavery Act 2015 for the current financial year.

The Directors and senior management take overall responsibility for implementing this policy and its objectives. We commit to providing sufficient resources, training, and investment to ensure that modern slavery and human trafficking are not taking place in our business or supply chains



Nick Roper
CEO

Dated: 2nd June 2025

Review Date: 2nd June 2026