

Modern Slavery and Human Trafficking Statement

1. **Modern Slavery and Human Trafficking Statement**

Introduction

- 1.1. This statement covers the financial year ended 31 December 2018 and encompasses Lexia Solutions Group Limited and its wholly-owned subsidiary Rhodar Limited.
- 1.2. We provide specialist enabling services to the UK construction sector, offering asbestos removal, demolition, asbestos remediation and land remediation. As part of the UK construction sector we recognise our responsibility to take a robust approach to ensure modern slavery and human trafficking do not occur within our business and/or supply chain, and in acting ethically and with integrity in our business relationships.

2. **Relevant policies**

- 2.1. Our policies set out our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations. These include anti-slavery policy, whistleblowing policy and supply chain management policies.

3. **Our approach to assessing and managing risk**

- 3.1. Our directly employed staff are not in any category which is generally seen to be vulnerable to modern slavery in the UK. In addition, due to the transactional nature of the UK construction sector we also engage temporary workers via labour agencies who apply similar controls to ourselves to ensure their employees are not vulnerable subjects.
- 3.2. 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 high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards.
- 3.3. Our commitment to addressing the issue of modern slavery in our business and supply chains is communicated to suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Modern Slavery and Human Trafficking Statement

4. **Our supply chain**

- 4.1. We use a wide range of suppliers who supply services and products for use across our operations which includes goods, items for hire and/or sale.
- 4.2. Our principal supply chain is based in the UK however it may be supplemented with provision from within Europe or further afield. In these circumstances, having reviewed our business operations and relationships, we believe that the area of highest modern slavery risk is in the supply chain supporting the procurement of products for use and goods for hire and sale, particularly where supplies are sourced from high-risk countries outside the EU.

5. **Due diligence**

- 5.1. We carry out due diligence on suppliers in our supply chain by pre-assessing the competence and suitability of all potential suppliers. All suppliers which we consider to fall within the high risk category must complete a due diligence questionnaire which covers their governance, policies, training and supply chain management processes.

6. **Training**

- 6.1. Training on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for appropriate individuals who work for us, and regular training is provided as necessary.

7. **Board approval**

- 7.1. This statement has been approved by the board of directors of all relevant group companies (refer section 1.1) on 31 October 2019.

Signed by:



Jason Davy, Chief Executive

Date: 31 October 2019