



MODERN SLAVERY POLICY

BMD Infrastructure Services Ltd

**POWERING FUTURES,
CREATING LEGACIES.**



DOCUMENT VERSION CONTROL

Note: Most recent change to this document is highlighted in grey.

Rev No.	Rev. Date	Details of Revision	Approved by
0	25/10/2025	Document created.	Andy Gibbons

1. Policy Statement

BMD Infrastructure Services Ltd (BMD) has a zero-tolerance approach to any form of modern slavery. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that BMD has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. BMD is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery occurring within the business or our supply chain.

2. Scope

This policy establishes that:

- BMD is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including subcontractors, and partners.
- BMD's directors have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness.
- Acknowledge responsibility to the Modern Slavery Act 2015 and ensure transparency within the organisation and with suppliers of goods and services to the organisation.
- We will not support or deal with any business knowingly involved in slavery or human trafficking. We will carry out due diligence of potential and existing suppliers and we will take steps where such practices are identified.
- Operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Confidential Reporting (CIRAS). We operate a confidential reporting scheme so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Anti-Bribery Policy. This policy protects our business and employees from any form of bribery and corruption.

3. Our Suppliers

BMD operates a supplier policy and maintains an approved supplier list. We conduct due diligence on all suppliers before allowing them to become an approved supplier. This due diligence includes an online search to ensure that the organisation has never been convicted of offences relating to modern slavery.

As part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- They call upon all organisations they engage with to influence their global supply chains by improving transparency and accountability. The company believes that together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.
- For UK-based suppliers – They pay their employees at least the national minimum wage / national living wage (as appropriate).
- For international suppliers – They pay their employees any prevailing minimum wage applicable within their country of operations.
- We may terminate the contract at any time should any instances of modern slavery come to light.



4. Training

We regularly brief all relevant management and staff members, and ensure that our policies reach every employee, in order that they understand the signs of modern slavery and what to do if they suspect that there is any risk of it taking place within any area of our business or our supply chain.

5. Our Performance Indicators

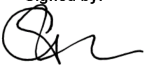
We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- We achieve a level of communication and personal contact with every employee and their understanding of, and compliance with, our expectations regarding modern slavery.

6. Approval for this statement

This statement is made pursuant to the Modern Slavery Act and sets out the steps that BMD has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This Policy does not need to be published on our website as we fall below the financial threshold of clause 54 of the Act.

This policy will be reviewed annually or following significant changes.

Signed by:

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Graeme Fenemore

Managing Director

THAT'S THE POWER OF

