

## Modern Slavery Statement for financial year 2019

Pellikaan has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings. This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Pellikaan Construction 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.

### Organisational Structure

Pellikaan Construction Ltd is the UK branch of an international family owned construction company with offices and projects in The Netherlands, Belgium, Germany and the UK. Since 1984, Pellikaan is active in the UK, where we focus on the design and build construction of leisure centres.

### Risk Assessment and mitigation

We recognise that our firm is exposed to greater risk when dealing with its subcontractors and suppliers. The following activities are considered to be at risk of modern slavery and the list will be reviewed from time to time:

- Use of staff by subcontractors or suppliers to Pellikaan, where the suppliers' processes are not compliant.
- Employment of sub consultants, suppliers and sub-contractors by Pellikaan, where their work practices may be non-compliant.

To mitigate this risk, all subcontractors, suppliers and others in the supply chain are required to comply with our policy which is communicated at the time of placing orders and by a provision in orders where appropriate.

We are committed as an organisation to tackling modern slavery and human trafficking and want to work with suppliers who share our values.

### Policies and procedures

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

- Equal Opportunities Policy: We are fully committed to ensuring that equal opportunities policies are implemented and maintained. All terms and conditions of service apply on a fair and consistent basis to every member of staff. We ensure that our recruitment agencies comply with these requirements in the provision of agency staff.
- Recruitment procedure. We operate a robust recruitment policy, including conducting checks on work eligibility for all employees to safeguard against human trafficking or individuals being forced to work against their will and market related pay.
- Procurement procedure, including policy compliance requirement as stated above.

### Training

To ensure understanding of the potential risks of modern slavery and human trafficking our organisation and our supply chains, we have prepared a training schedule for the relevant members of staff.

### Performance Indicators

We monitor 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:

The Directors have received no reports from Relevant Persons, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

### Responsibility

The Managing Director takes lead responsibility for the development and implementation of the anti-slavery initiatives.



Richard van Emmerik  
managing director

10 January 2020

