

Policy Statement - Modern Slavery Annual Statement



OUR BUSINESS

Formed in 1996 Bridge Civil Engineering Limited are a medium sized agile, self-delivery Civil Engineering contractor based in the Southwest of England with skilled, knowledgeable, trained, and experienced staff with the right attitude to deliver projects safely, of the right quality, completed on time. Currently employing 64 people within the business. Bridge Engineering Group Ltd is the parent company of Bridge Civil Engineering Ltd.

Operating throughout the Southwest of England we deliver a range of projects including highways and urban regeneration, water and sewage, rivers, coastal and environment, power infrastructure, industrial buildings, design and construct, structures, geotechnical engineering, architectural and environmental landscaping. Our client base including government authorities, local councils, energy companies, water management, port and harbour authorities and private developers.

We pride ourselves on quality of works and value for money, this is affirmed through repeat business and long-term client relationships.

OTHER RELEVANT POLICIES

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

- Slavery & Human Trafficking
- Anti Bribery & Corruption
- Corporate Social Responsibility
- Equality, Diversity & Inclusion
- Public Interest Disclosure ('Whistleblowing')

OUR SUPPLIERS

The Company has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

As part of our initiative to identify and mitigate risk the Company has in place systems to encourage the reporting of concerns and the protection of whistleblowers.

Our supply chain providers are always with a UK provider, and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

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DUE DILIGENCE PROCESSES

We have established working relationships with our suppliers going back to the formation of Bridge Civil Engineering in 1996. These relationships are key to the ability to work with like-minded supply chain.

All new suppliers are asked to complete a new supplier form which requires information on a range of ethical, legal, financial and other aspects. This aims to ensure we work only with like-minded businesses and able to build working relationships that provide transparency.

Our managers forge effective working relationships with our key suppliers and come to understand their business drivers, ways of working and people very well. These relationships enable us to probe if there appear to be any areas of potential risk in relation to slavery or human trafficking.

TRAINING

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

Our existing employees are made aware of the importance of ensuring that the Company is alert to the potential of slavery and human trafficking via this statement being issued and highlighted within the Employee Handbook. There is a Company induction where our policies, procedures and expectations are outlined.

OUR PERFORMANCE

There were no reported instances of slavery and human trafficking relating to Bridge Civil Engineering or our immediate supply chain within this period. The current measures in place are adequate and allow us to identify any potential risks. The long-term working relationships with our supply chain provide the confidence that we do not deal with companies that allow exploitation of workers.

There are no indications or evidence that show we need to take any action to strengthen our policies or procedures around Modern Slavery. The policy in place is working effectively and will serve us well from year on year.

We will continue to carry out annual reviews to identify the measures necessary to remain compliant with the Modern Slavery Act 2015.